

## **Cultural Competence/Racial Equity Committee Outreach, Activities & Trainings 2020 – Health & Human Services Agency**

- CHB's commitment to applying a health equity lens in all our work (data analysis, programming, etc.)
- CHB currently recruiting a Health Equity Coordinator
- MHSA's investments in cultural competency
- National Equity Project training to support education of CC team on leading and facilitating conversations for equity within and outside the agency
- Anti-Racism Training by UC Davis Center for Human Services on disproportionality, implicit bias and microaggressions, racism, child welfare impacts on black families, allyship
- August 18/20 – Began Co-facilitating Becoming the Beloved Community Racial Equity Inter-faith group. Held monthly.
- July 10 & 13/20 – (2) CYF Structural Racism Forums which provided rich information to address the systemic nature of the work to be done in racial equity: at staff, management and leadership levels to reduce disproportionate AA involvement in Yolo Child Welfare system. More to come.
- June 2020: Weekly Black Leaders Support group established to discuss issues and impact of George Floyd killing and the ensuing racial reckoning. Topics: Black/African American mental health; leadership challenges associated with AA leading the charge and being in spotlight; staff attitude, micro/macro aggressions experienced; what else is needed; what racial equity could look like; bias and privilege . . . dismantling structural institutional racism.
- 10/20 & 10/28 Racial Equity Listening session with CHB/WIC staff
- Racial Equity Learning Workgroups; DJUSD administrators' group. Expanded to county wide counselors, social workers and outreach specialist to learn and grow competency in racial equity in the context of their professions; and to address RE issues at family, district, and community levels related to engagement, communication and programming. (excluding summer)
- WEMM: maintaining a relationship with this multi-faith organization has created opportunities for partnership; engagement in MHSA planning and CC planning. Both Mental Health and Racial Equity contributions are made at the monthly meetings. Now joined by partnership with Davis Inter-faith organization.
- **Began inclusion of Cultural Considerations in all Mental Health First Aid trainings.**
- **Began inclusion of Cultural Considerations (AA) in CIT Family Presentations. (4)**
- **Maintained presence on Regional ESM conference calls and CBHDA/CCESJ meetings**
- Ongoing Sending out cultural competence, racial equity related messaging (events, materials) to Cultural Competence Committee members (ex: Intersectionality education)

- 11/20 Assisted with content editing for Children's Alliance/CAP new website offering to include cultural considerations. This led to editing of CWS reporting guidelines and now to continue collaboration on the revamping the MANDATORY REPORTING TRAINING AND GUIDELINES FOR CWS to include cultural considerations.

### **Inclusion & Diversity Working Group 2020**

- Yolo Inclusion and Diversity Committee GARE enrollment. CC team will lead dissemination and programming efforts to engage and educate agency staff.
- Yolo Inclusion & Diversity Committee RFQ and contract awarded for Consultant on County-wide Racial Equity programming to include employee surveys, trainings, focus groups, and listening sessions. CC team will be working closely with the dissemination and programming of this agency training and education project.
- Yolo County joins other organizations in National Organization of Counties (NACO) in committing to ending racial and ethnic health inequalities

### **Criminal Justice Action Planning Group 2020**

- 9/15: The Board of Supervisors contemplates adding in a criminal justice action plan to reduce racial disparities in the Yolo County criminal justice system by June 30, 2021
- 11/10 and 12/11: Criminal justice partners met to brainstorm initial projects for the action plan, as well as the definition of the scope of the plan and appropriate partners to complete the plan

### **Library**

Library staff from the Justice, Equity, Diversity, and Inclusion (JEDI) team participated in the California Libraries Cultivating Race, Equity, and Inclusion (CREI) Initiative hosted by the California State Library. CREI was designed specifically for government organizations to infuse a race and equity focus into organizational outcomes and service delivery through evidence-based shifts in operations, processes and policies. Through this process, library staff have:

- Researched and familiarized themselves with historical actions designed to create and perpetuate structural inequity within the region.
- Created a Racial Equity Case Statement acknowledging this history and committed to making racial equity a priority for the Yolo County Library.
- Drafted a comprehensive plan to assess the structural aspects of our organization through a racial equity lens: human resources, circulation, collection development, safety, outreach and programming, facilities, and internal processes.

Yolo County Library staff reached out to the Yocha Dehe Wintun Nation to learn how we can acknowledge the indigenous people to whom the land in Yolo County belongs. and

created guidelines for using this Native Land Acknowledgment on the Library's website, social media platforms, and during programs.

### **Child Support Services**

- All Child Support staff were trained by the Center for Support of Families in Unintended Bias

### **District Attorney**

#### *Bail Reform*

In 2020, the DA worked on a Bail Reform policy with the Vera Institute for Criminal Justice. <https://www.vera.org/about>. This policy became official in December 2020.

#### *Bias Programs and Training*

- Working with Stanford University on a Race-Blind Charging program. Stanford is writing computer code so all information identifying race in arrests reports is redacted before review by the charging deputy. This reduces the chance of implicit bias.
- First DA's office to require our attorneys to participate in a coordinated by a manager at the Museum of Tolerance in LA.
- DA is hosting a groundbreaking 6-day collaborative presentation on races issues in prosecution in partnership with numerous non-profit criminal reform groups. This will start in Winter, 2022.

#### *Transparency*

- The DA is working with the non-profit <https://measuresforjustice.org/> (MFJ) to build a transparency dashboard portal so the public will be able to access all our data. They will be able to look at arrests, charges, rejections, etc. by race and ethnicity. The MFJ team has called what we are doing "unprecedented" and has stated we will be the "most transparent" DA's office in the nation. See video produced by MFJ on Yolo DA's program. <https://measuresforjustice.org/services>

### **ACE**

- ACE has partnered with the DA to have the local recording fees and DA fraud fees waived for folks wanting to modify restrictive covenant languages. The Board of Supervisors approved this local fee waiver earlier in 2020 and suggested we also look at waiving the state's SB 2 fees related to affordable housing, which is a much higher \$75 amount.
- This SB 2 waiver proposal is on the County Legislative priority list and has been approved by the County Recorder Association of California (CRAC) as a sponsorship bill proposal as well.

### **Public Defender**

- Augmented the office's mission and statement of core values to explicitly include the pursuit of racial equity.

- Sustained in-house Racial Justice Committee, which completed 2020 goals and is developing a 2021 strategic plan.
- Drafted a comprehensive blueprint for racial justice change, with community and stakeholder input.
- Collaborated with UCD to host a proven expert to lead racial justice training for staff and other public defenders across the state.
- Augmented internal training with racial justice focused topics.
- Conducted community outreach on racial justice issues.
- Re-examined recruitment outreach/strategies and made improvements with the goal of developing a workforce that more closely resembles the communities we serve.
- Focused on ideas to develop the intern/talent pipeline and identified external funding to offer a stipend to interns from diverse backgrounds who cannot afford to work for free.
- Conducted in-reach voter education of incarcerated adults, who are disproportionately BIPOC.
- Member of steering committee for the juvenile RESTORE diversion program, which focuses on reducing racial disparities in the juvenile court system.
- Began collaboration with MPH student to create a specialized curriculum for at-risk youth.
- Began collaboration with UCD student to create advanced opportunities for at-risk youth.