



County of Yolo 2021 Diversity, Equity and Inclusion Department and Agency Updates

Child Support Services

- Staff participated in focus groups
- Staff attended DEI trainings on BlackBoard, a Learning Management System used by the State of California, and/or participated in workshops at conferences

Diversity and Inclusion Work Group

The Diversity and Inclusion Work Group selected a consulting firm through a rigorous and competitive RFP process to assist Yolo County assess its diversity, equity and inclusion (DEI) efforts in the workplace. Tangible Development, a firm specializing in DEI work, was selected and a contract was signed in February 2021.

The Work Group met with Tangible Development monthly, and the Project Coordinator met with the Yolo County Work Group Chair bi-weekly on assessment efforts.

In 2021, the Work Group and Tangible Development:

- Completed a Leadership Readiness Assessment with leaders from all County departments. This assessment included the perceptions of the Yolo County Leadership Team about the County's challenges and opportunities about DEI issues. The results of the assessment provided the framework for a six-hour training session conducted by Tangible Development.
- Conducted an Employee DEI Climate Survey that was completed by more than 660 Yolo County employees. All County employees were invited to complete the online survey that was offered in English and Spanish.
- Requested documentation of DEI policies and practices from County departments. Documents were received from Assessor/Clerk-Recorder/Elections, Child Support

Services, the Health and Human Services Agency, Human Resources, Library, Probation and Public Defender's Office.

- Scheduled, promoted, and facilitated more than 40 employee focus groups from August to October 2021. Approximately 250 employees participated in the focus groups that were facilitated online by Tangible Development.

Tangible Development will share their assessment results and recommendations in February 2022. As far as next steps in 2022 to complete Phase One, Tangible Development and the Work Group will:

- Provide a report to Yolo County detailing the assessment results.
- Provide recommendations for strategy development and implementation.
- Develop actionable plans to promote positive change at Yolo County.
- Provide communication strategies for sharing information and data from the assessment with stakeholders to increase transparency.
- Present the findings to the community.

For Phase Two, which will be conducted between February and August 2022, Tangible Development will:

- Facilitate DEI strategy sessions, focus groups and listening sessions with Yolo County leadership and staff that will inform a racial equity plan.
- Develop a racial equity plan to ensure accountability, communication, and evaluation of the results.
- Develop strategies to implement racial equity plan goals with tools to measure results.
- Design a communication plan to inform Yolo County's stakeholders of its racial equity plan.

Health and Human Services Agency (HHS)

Cultural Competence Committee

The countywide Yolo County HHS Cultural Competence Committee (CCC) CCC is an organization focused on increasing attention, activities, outreach, and training to incorporate the recognition and value of racial, ethnic, cultural, and linguistic diversity in the county mental health system while also seeking to address broader health disparities and the roots of their existence. The new Yolo County MHS Three-Year Program and Expenditure Plan FY 2020-2023 increased investments into the Cultural Competence Program to ensure HHS is reaching and serving all communities in the county.

The Cultural Competence Committee operates workgroups to provide targeted support to demographics that have been historically underrepresented in government decision making. Two new work groups have been created: An African American families' workgroup, and an Older Adult workgroup. The CCC will continue to include the following workgroups: Latinx, LGBTQ+, Russian-Speaking Communities.

Participants include Yolo County staff, stakeholders, and community members.

HHSA Branch Specific DEI Efforts

Administration: Equity priorities are managed by HHSA Human Resources. Currently working with Team Equity to create a formalized process to notify staff who are not selected for promotion of potential skills they could develop to improve future attempts including suggested trainings or coaching opportunities. Also working to increase the locations jobs are posted to particularly target individuals from marginalized communities.

Adult and Aging: Engaged in monthly discussions about race, equity, and inclusion at their Behavioral Health All Staff meetings. Completed surveys to get input from staff on goals and needs.

Children, Youth and Families: Efforts from Children, Youth and Families include these actions and priorities-

Leadership/Management: Support, Equity and Diversity

- Implemented team decision making (RED Teams or similar)
- Incorporated diversity, equity, and inclusion into policies and procedures
- Increased diversity within our workforce; particularly within leadership
- Provided mandatory training for all CWS staff
- Researched "special skills workers"
- Shared data with CWS division
- Developed strategies to assist all those who make decisions to connect individual impact on outcomes in CWS
- Implemented opportunities for feedback (staff, clients, community)
- Developed method for regular communication re: progress

HHSA Office Culture and Safety

- Offered a subcommittee/ongoing focus group for staff and supervisors
- Implemented regular brown bags with topics and mini trainings to create culture of engagement and sharing
- Improved onboarding processes for new staff
- Provided shadowing, trainings, lowered caseloads for extended period of time

- Offered CWS staff with access to a mental health professional who is available to the team to address secondary trauma, etc.
- Developed other strategies to create a supportive environment where we can have difficult conversations

HHSA Services and Supports to Clients

- Implemented Alternative Response program to prevent entry to foster care (SIP)
- Developed policy/procedure, processes for matching workers to clients
- Formalized warm handoffs within transitions in the CWS continuum to include discussions about how race and culture are impacting the family
- Offered consistent training to staff to offer knowledge, skills and resources to better equip them in their day-to-day work
- Created a centralized place for staff resources (CYF Inside Yolo)
- Re-implemented client satisfaction surveys; other means for client feedback
- Staff offered to make themselves available as resources to other staff re: culture issues implications

Community Health: Focused health equity work is managed by the Healthy Communities Initiative group.

Team Equity!

In 2021, the HHSA Strategic Plan added an objective goal to engage staff in identifying systemic equity issues. A specialized committee known as Team Equity!, the HHSA Strategic Plan Objective team addressing racial equity and systemic inequities, was embedded in the Cultural Competence Plan, and worked to address issues related to professional development, staff wellness, and leadership/staff relationship.

In addition to participation in Team Equity! Meetings, Team Equity! operates five work groups:

- The Advocate Work Group act as a liaison to support staff experiencing harassment, discrimination, and retaliation. Advocates will develop and review Team Equity's anonymous tip system and take next steps when required. Further, Advocates can serve as a third party, informal conflict manager in conversations with coworkers.
- The Data Specialists Work Group identifies data points to measure and collect demographic data to measure equitable advancement of staff. Data specialists capture and monitor data, providing reports that assist Team Equity! in identifying what changes are needed to modify processes/actions.

- The Educators Work Group assist in the creation and utilization of trainings and engagement opportunities around systemic inequities and allyship. Educators consult on branch specific trainings to maintain agency alignment, utilizing common language and reducing duplication of efforts. Educators can assist with trainings and skills tests.
- The Internal Communicators Work Group focuses on information sharing, creating paths for clarity. Internal communicators identify current HHS policies and procedures that perpetuate inequities.
- The Positivity Activator Work Group maintains HHS's commitment to celebrating the diverse experiences of our staff. This includes participation in BRAVO team, involvement with the HHS Heritage Fair, and various holidays and monthly celebrations. Activators look for additional spaces to support staff wellness and self-help.

Information Technology

Created a vision document that includes:

- Focusing on DEI principles for the hiring, recruitment, hiring, retention, and advancement of employees.
- Creating a culture where people with “diverse perspectives, ideas, experiences and backgrounds” are valued.

Library, Archives, Records Center and Historical Collection

Library

Launched new strategic priorities that include Equity, Diversity and Inclusion as part of its institutional framework, including:

- Aligning staffing and service priorities to eliminate barriers to access library resources.
- Conducting an organizational audit through a racial equity lens and utilizing findings to align resources with our services.
- Recruiting, hiring and retaining staff who are multilingual, multicultural and who can connect with our diverse communities.
- Consulting with experts to help us learn how to equitably serve our diverse communities.
- Inviting residents to share their lived experiences to help us learn how to equitably deliver services to meet their needs and interests.

One of the Library's strategic priorities is to ensure residents read and thrive by diversifying and expanding its print and digital content, including:

- Performing an equity-based collection analysis to align our content with community interests and needs.
- Experimenting with new collections that encourage connectivity with others.
- Consulting a variety of content selection sources to diversify our collections.

Yolo County Archives, Records Center and Historical Collection

One of the strategic priorities adopted was to connect residents to the County’s diverse culture and history, including:

- Creating exhibitions and participating in outreach events that utilize collections and historic objects to highlight diverse voices and communities.
- Partnering with internal departments and community organizations to promote Yolo County history.

Office of the County Administrator and the Board of Supervisors

American Rescue Plan (ARP)

After receiving CAO and DFS staff reports based on extensive community outreach and review of more than 180 ARP Grant Proposals, the Board of Supervisors authorized ARP funds for several “shovel-ready” projects:

- **Capay Valley Health & Community Center** - Medical and dental services for an underserved community, \$2,250,000
- **Crisis Now** - Funding for implementation of 24/7 Mental Health Crisis services, \$3,000,000
- **Yolo Regional Food Hub Facility** – Expand our community’s ability to aggregate, process, store, and distribute locally farm grown produce in rural Yolo County, \$2,000,000
- **Welcome Baby** - Provide home visiting to low-income and at-risk mothers, \$2,000,000

ARP Work Groups have been formed to review, refine and make recommendations on proposals received in the priority categories below. Each group includes county staff, community stakeholders and subject matter experts.

ARP Work Groups:

- **Housing and Homeless:** Increased permanent and transitional housing, farm worker housing, programming, and planning for ongoing case worker supports
- **Food Security:** Infrastructure investments and supports to combat food insecurity
- **Child, Youth and Family:** Health equity, 0-5, behavioral health, upstream investments, childcare, home visiting
- **Mental Health:** Coordinate response and utilization of varied funding streams
- **Community Parks and Facilities:** County parks and facilities in rural areas

Public Defender's Office

- Racial Justice Committee engaged in quarterly, office-wide groups for processing and reflecting on racial justice issues.
- Hosted an office-wide screening of *Rage of Innocence: A Book Talk with Professor Kristin Henning*.
- Presented to a variety of culturally diverse undergraduate and law school clubs and organizations at University of California, Davis and Pacific McGeorge School of Law to broaden the diversity of the intern pool.
- Secured grant funding to offer stipends to legal interns from diverse backgrounds to improve the intern-to-hiring pipeline.
- Engaged in office-wide and state-wide trainings to implement and utilize the Racial Justice Act effectively to redress discrimination within the criminal and juvenile justice systems.
- Participated in community outreach on issues involving racial justice, to include sitting on a panel for the University of California, Davis to discuss a screening of *Racially Charged: America's Misdemeanor Problem*.