

EQUITY AND INCLUSION

Proposed new Board of Supervisors Value



BOS Chair Hall formed an ad hoc (Hall/Bullock) committee in December 2020



BOS Workshop 2021 – Board empowered the ad hoc to bring back a proposed values statement



Supervisors Hall and Bullock convened with incorporated jurisdictions, facilitated by Rachel Roos, Director of Social Services

BACKGROUND

WORK ALREADY BEING DONE

Many professional associations, including ICMA, NACo and CSAC, have statements and/or provide education/training.

The Chief Probation Officers Association and others include equity and addressing disparities as part of their legislative platform.

Joint Statement of Behavioral Health, Public Health, Social Service and Public Hospital associations.

Many other counties have equity and inclusion statements, such as Mono County who met with us to discuss.

State agencies such as Caltrans have equity and inclusion statements, and have equity woven into their plans, funding and regulations.

Local Leadership Group, including Police Departments/Sheriff/Hospital/Sup of Schools/BIPOC

Behavioral Health

- Must have an annual cultural competency plan, a cultural competency committee that meets monthly, an ethnic services manager and more. Staff must be trained, and their data must look at race and language to gauge equity.

Public Health

- Many programs require or encourage a focus on equity, including Suicide Prevention, California Children's Services and Women, Infants and Children, Maternal Child and Adolescent Health, HIV Case Management, Accreditation, and more.

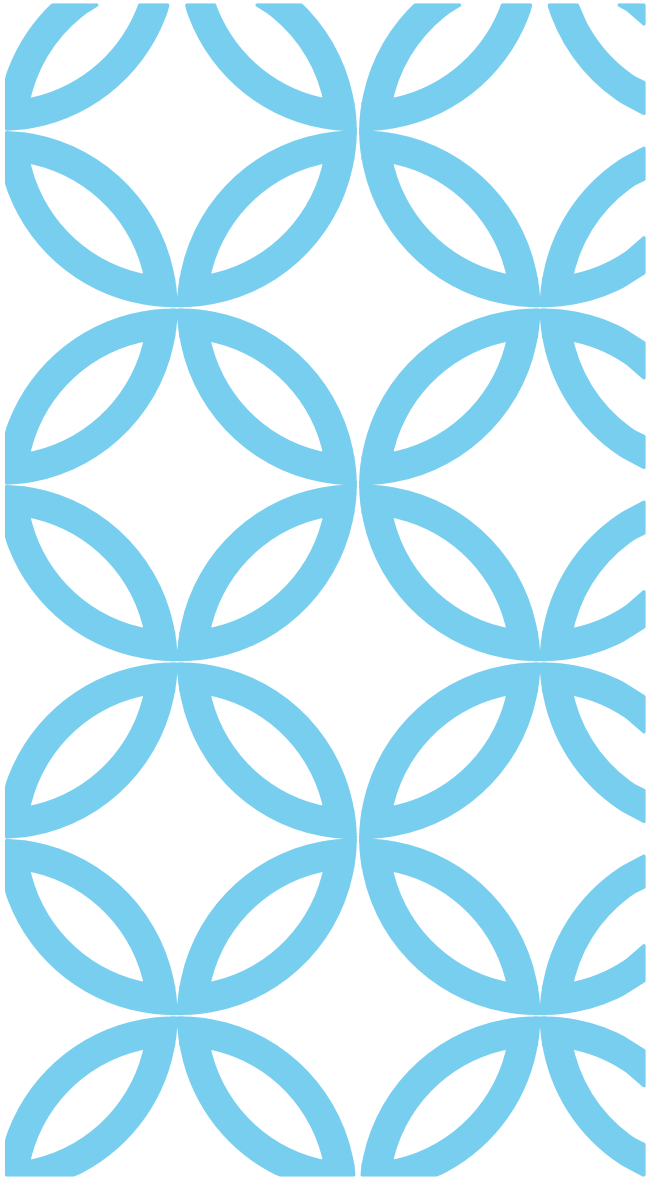
Social Services

- Child Welfare, Vets, MediCal, APS, CalFresh must all ensure equitable access to services and report and act upon on disproportionate representation in services.

Probation

- Cultural Competency is a required component of the Children's System of Care

PROGRAM AND REGULATORY REQUIREMENTS



Homeless Funds – Our plan must include addressing racial equity and disparities, for the community to access \$2m to \$4m in funding

State and Federal Program funds throughout HHSA and the rest of the county, from Area 4, to MHSA, to transportation and infrastructure funds.

Housing Authority Programs – Requirements for reaching disadvantaged communities.

California Public Utilities Commission- Plan on Environmental and Social Justice. Focus on eliminating disparities.

Grant Opportunities – Almost all new state and federal grants

Opioid Settlement Funds – Millions of dollars in opioid funds are coming to Nevada County, with priority emphasis on addressing disparities.

FUNDING IMPERATIVES

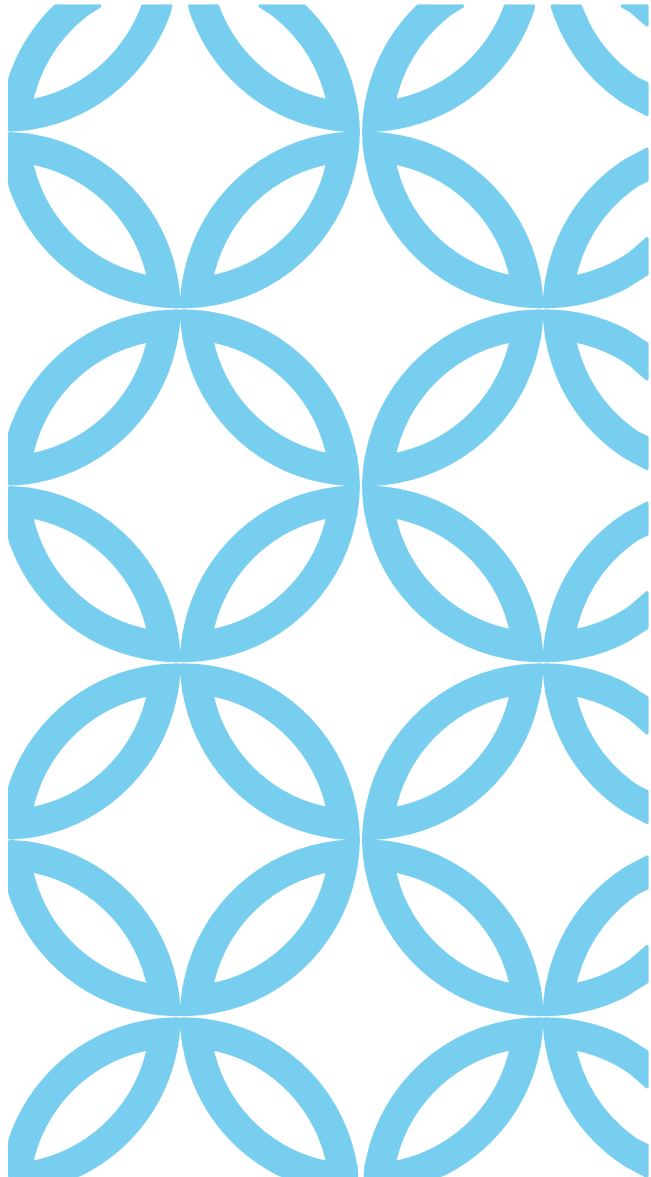
JEDI AD HOC: EQUITY AND INCLUSION STATEMENT

This joint equity and inclusion statement has already been adopted by Truckee and Nevada City

Vision: We envision a vibrant, equitable Nevada County. A place where all residents thrive, visitors feel welcome and we care for one another despite our differences. There is equal and fair access to resources, opportunities are abundant, and everyone does their part to embrace collective responsibility and take actions that uphold racial and social equity.

Mission: We inspire and lead our cities, town, and county to take actions to dismantle systemic racism in our communities and make way for a more vibrant and equitable Nevada County. We accomplish this by:

- Engaging with and listening to those most impacted by racial inequity
- Defining the critical issues
- Educating ourselves
- Creating public awareness
- Designing policies and programs to address these issues.



Add a value to the County's Vision, Mission and Values document

Proposed text:

Equity and Inclusion – We strive to be a community where all residents thrive, visitors feel welcome and we care for one another despite our differences. There is equal and fair access to resources, opportunities are abundant, and everyone does their part to embrace collective responsibility and take actions that uphold racial and social equity.

PROPOSED ACTION