

FY 2021-22 Budget Board of Supervisor Inquiry Form

Deadline: April 30, 2021

Please email: CAO-Budget@sonoma-county.org

Board Member	
Gorin	
Rabbitt	
Coursey	X
Gore	
Hopkins	

Department: Equity

Date: 5/3

Inquiry Number: BIR-21

Request/Question:

Race Equity Training to CBOs: What would it take to provide race equity training to our CBO partners who are delivering services for the County?

Response:

Currently, the Office of Equity has embarked on a Racial Equity Learning Program, which includes a Results-Based Accountability component. The training will extend through FY 22- 23 after which time we will have the first fully trained County cohort and a training program for County leadership (Supervisors and Department Heads) and staff based on a train-the-trainer model. In a recent survey, Upstream Investments' (Upstream) Community Based Organization (CBO) partners identified the need for similar professional development and capacity building around equity issues, both internally within their organizations as well as the way they serve clients, collect demographic information, analyze the information collected, and develop action plans to address disproportionate outcomes in communities of color.

Supported by the consulting firm Equity + Results, the Office of Equity is working to center equity in the County's Results-Based Accountability (RBA) work. Following the completion of the Racial Equity Learning Program, the Upstream Investments team and the Office of Equity will receive additional training and capacity building to integrate equity into the foundations of the County's RBA model. The Office of Equity will work in partnership with the Human Services Department – Upstream Investment to ensure that existing strengths and resources for CBOs are supported by the County's investment in equity professional development.

The Upstream training model has deep, well respected community roots that have been committed to building and strengthen partnerships across CBOs and County agencies for over a decade. Backboned by the Human Services Department, Upstream Investments provides no cost access to trainings on program planning and evaluation, including Results Based Accountability. With the completions of the Racial Equity Learning Program, Upstream and the Office of Equity can move to train our CBO partners in this particular series of topics. The additional equity training will build an intentional learning community to replicate the success Upstream has had enhancing CBOs capacity through training and coaching. Offerings will include, but not be limited

to, training on how to ask, collect and analyze demographic data and how to work towards better data quality that is representative of all of Sonoma County. This type of data collection has been identified as a gap in the Board of Supervisor's Strategic Plan and by the Departments and CBOs.

The Office of Equity and Upstream Teams will collaborate to administer racial equity training by creating curriculum, materials, facilitating outreach and implementing trainings. The new trainings will leverage Upstream's expertise in creating training curriculum that is easy to understand and includes hands on learning opportunities to ensure participants can easily implement training topics. Trainings will be offered both online and in-person to make the trainings accessible for more audiences.

In order to implement a robust training program, additional staff support will be needed. Upstream Investments will leverage current staff dedicated to RBA training, and will adjust their training model to include a deeper focus on racial equity and anti-racist RBA modules. In order to ensure the trainings offered meet these needs, Office of Equity would need 1.0 FTE Department Analyst for the Office of Equity to support the development and co-facilitation of the ongoing trainings. The additional staff and partnership with the Upstream team will ensure trainings are implemented in a culturally responsive way.