



FY 2021-23 OPERATIONAL PLAN DEVELOPMENT

Operational Plan Data & Equity Team
Spring/Summer 2021

AGENDA

- Operational Plan Purpose
- Embedding Equity
- Objective Development
- Commission Feedback and Next Steps



OPERATIONAL PLAN PURPOSE

- 2-year plans to achieve County vision and mission
- Departments create SMART objectives to implement major work products
- Updated biannually at www.sccvision.us



EMBEDDING EQUITY

The County and four cities have all declared racism a public health crisis



EQUITY VS. EQUALITY



EQUALITY



EQUITY

- Equality relates to equal distribution of resources (“sameness”)
- Equity relates to proportional equality (“fairness”)
- Equality and equity are not often the same because people do not start out with the same resources
- Examples: voting, healthcare, social security, County budget allocations

BIAS, POWER AND PRIVILEGE

- **Implicit/Unconscious Bias**

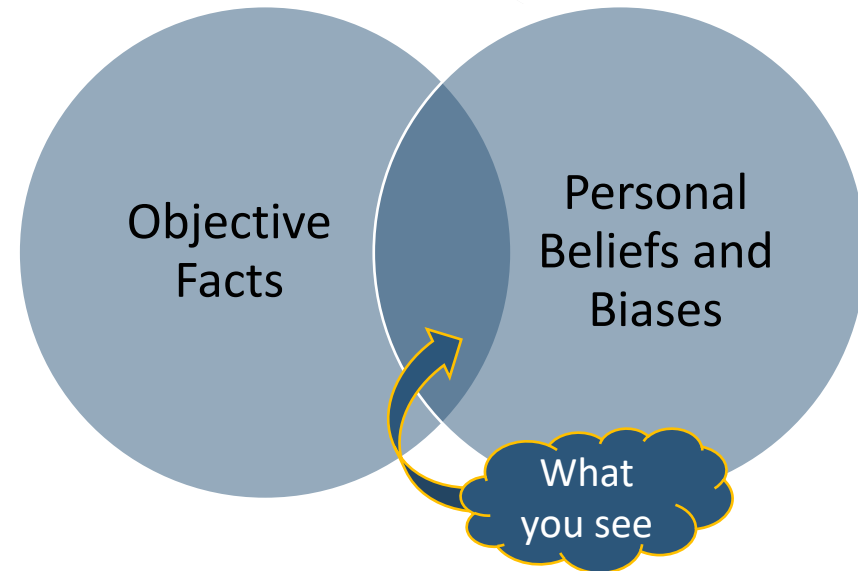
- Example: New hires tend to have similar experience and ethnicity as existing staff

- **Explicit Bias and Discrimination**

- Example: Lower wage paid to female worker performing the same job as a male co-worker

- **Power and Privilege**

- Example: White American citizens are in a position of power and have the privilege of better access to quality education, decent jobs, home ownership, retirement, and wealth



EQUITY LENS: RACE AND RACISM

- **Race** is a way of categorizing people by skin color and other features
- **Racism** is believing some races are inferior or unworthy
 - Leads to Discrimination, Rejection, Harassment, Intimidation, etc.
- Example: A real estate agent showing properties in an affluent North County neighborhood suggests to a Latinx buyer that they might be more comfortable looking for a home in Watsonville



RACISM AND RACIAL JUSTICE

INSTITUTIONAL RACISM

The Legal and Prison Systems



Financial Institutions

Racial Justice:

Dismantling the system of deeply embedded institutional racism through legislation, affirmative action programs, and policy changes

Deficient Access to Healthcare

Housing and Wealth Disparities

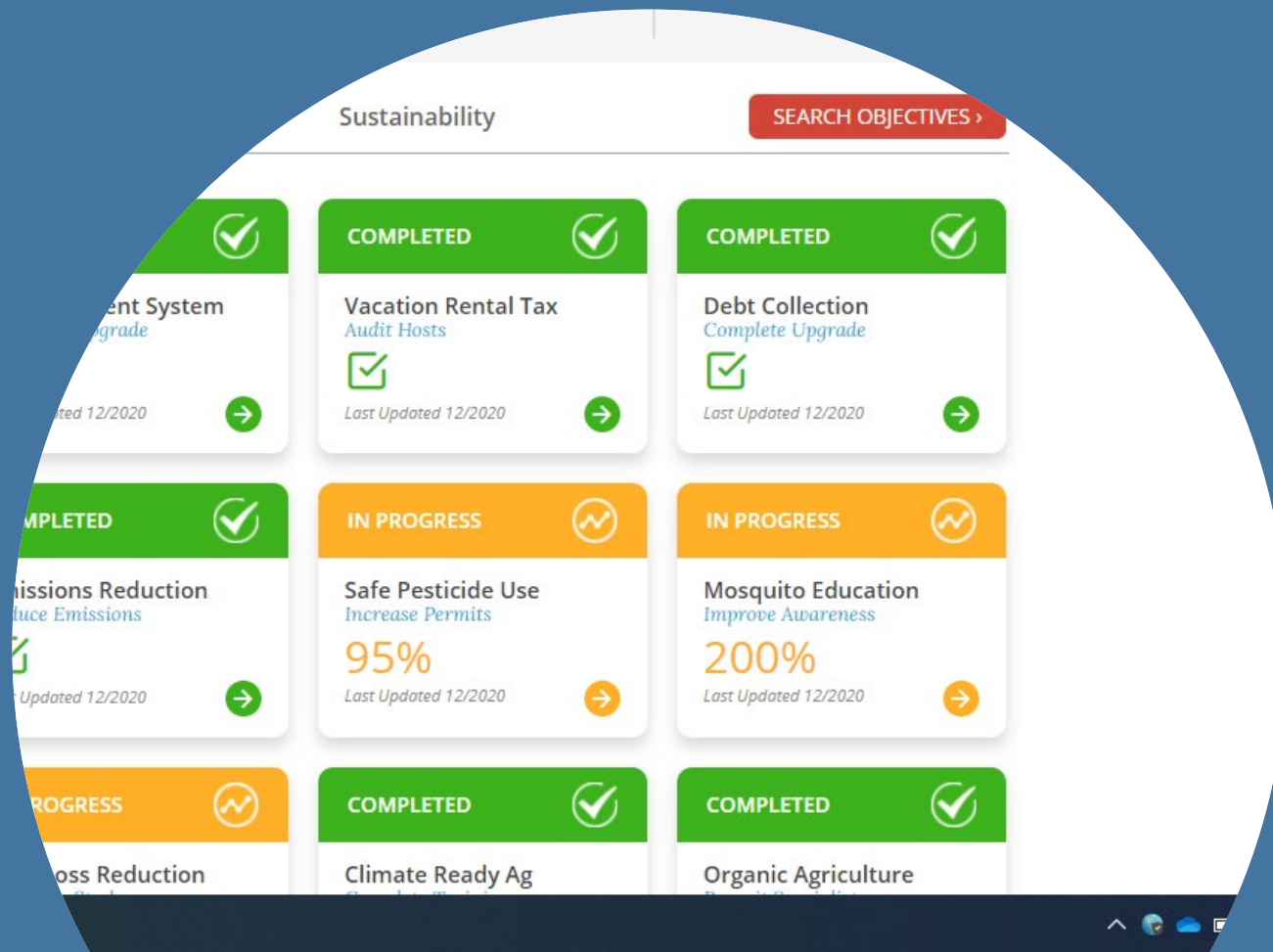
Racial Justice:

Taking action to undo the cumulative effect of centuries of racism against people of color in the education, housing, healthcare, nutrition, employment, mental health, etc.



STRUCTURAL RACISM

DEVELOPING OBJECTIVES



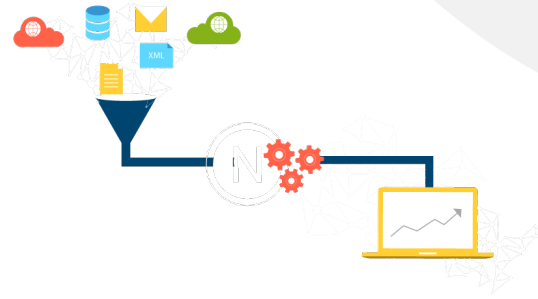
PERFORMANCE MEASUREMENT CRITERIA



Do your measures speak to equitable results?



Do they pass the public square test?

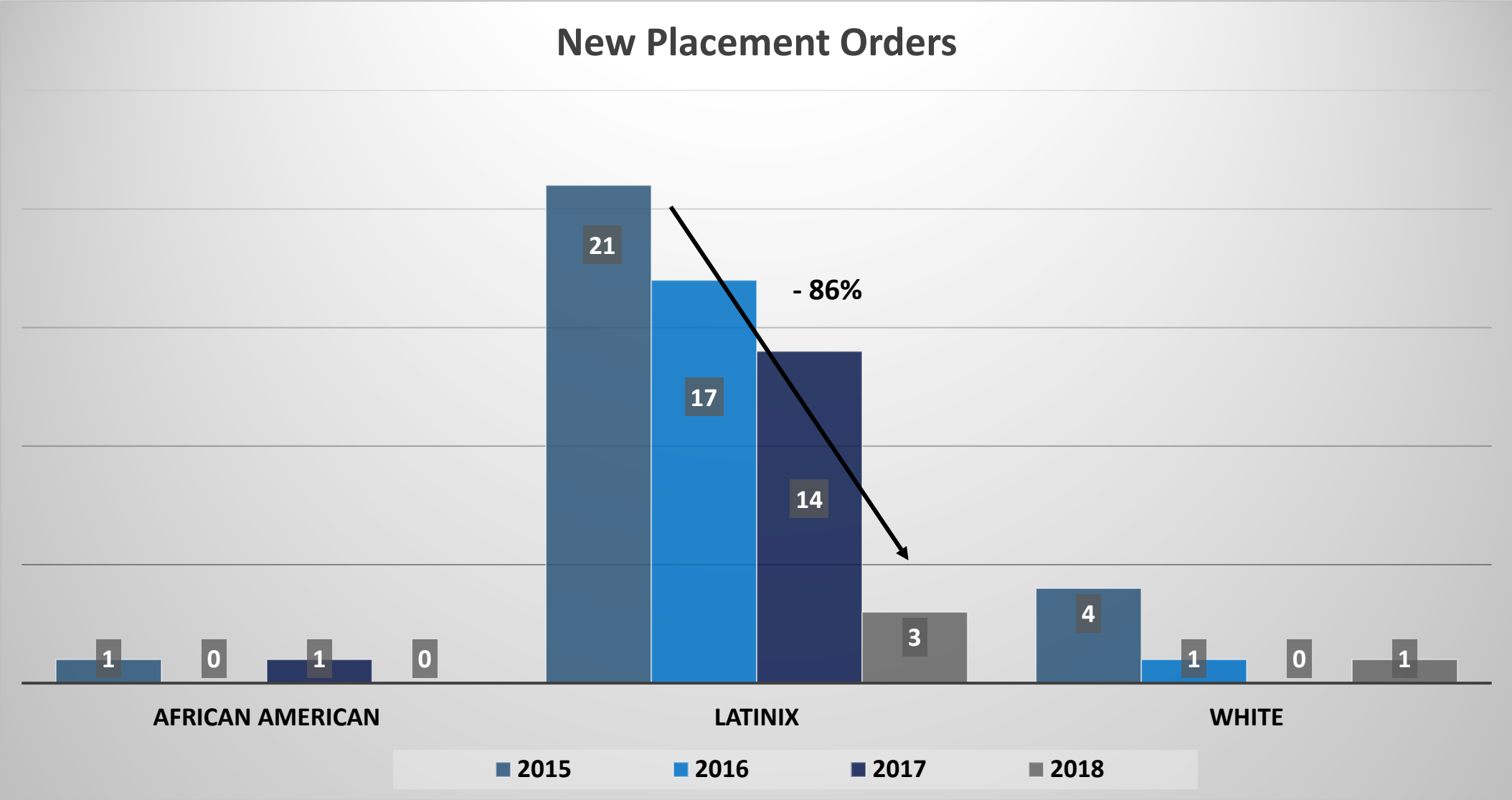


Are they measurable, and the data available and accessible?

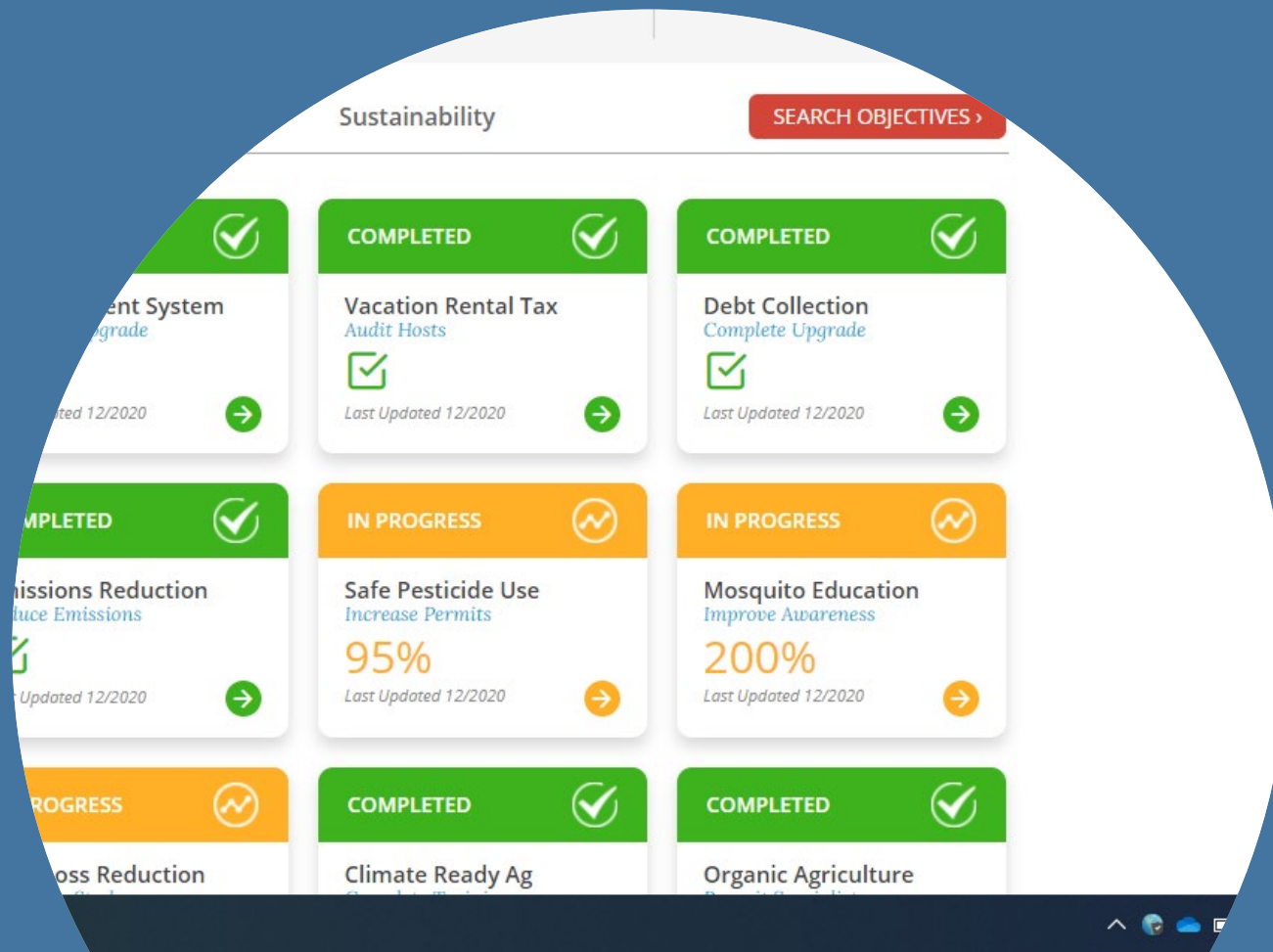


Do they have proxy power?

FUERTE OUTCOMES



OBJECTIVE TASKS & TIMELINE



OPS PLAN TIMELINE

- February - April
 - Operational Plan Instructions
 - Objective Development Workshops
 - Commission Feedback
- May
 - Objective Drafts Due to CAO Analysts May 7
- May – July
 - Objective alignment and vetting
- August
 - Draft Operational Plan to Board
- September
 - Operational Plan adopted by Board





THANK YOU!



GENERAL EMAIL INFO



[SURVEY](#)