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 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?
New Placement Orders

- 86%

AFRICAN AMERICAN
LATINIX
WHITE

2015 2016 2017 2018

FUERTE OUTCOMES
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