

## 01-26-2022 Town Council Meeting Responses to Council Questions

### **ITEM #10: Consider Adopting the OneOrange Countywide Racial Equity Framework**

**Council Question:**

What are the resources needed to full implement this framework? Do we currently have them? If not, when will we acquire them and what will the associated costs be?

**Staff Response:**

*The ready to use pillars of Training, Community Engagement, and the Racial Equity Assessment Lens require the key resource of staff time; funding is available in the DEI Officer's budget for identified supplemental training.*

**Council Question:**

Will the Racial Equity Assessment Lens be used for Council decisions? When would we be expected to implement it?

**Council Question:**

Will the REAL Tool be incorporated into the Council decision-making process?

**Staff Response:**

*At this point, we are focused on staff developing the capacity to apply the REAL Tool in an effort for the tool to become common practice throughout the organization. Based on our experience in the Equity Lab, the application of the REAL Tool involves the integration of data and deep dialogue. When applied, staff will share the findings with the Council to aid in decision-making. Staff is working on a Racial Equity Scorecard, not included in One Orange Racial Equity Plan, to aid in Council's interest in centering equity in decision-making.*

**Council Question:**

Do we have or will we develop specific targets and timelines for the training outlined in the plan?

**Staff Response:**

*A Diversity, Equity and Inclusion (DEI) training plan is under development. The first phase, GARE Training, is underway and slated to be ongoing until all Town staff is trained. In addition, the Recruitment, Retention, and Promotion Academy is underway and should conclude this Fall.*

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### **Council Question:**

With what frequency will staff be coming back to Council to report on progress and what metrics will be used for these reports?

### **Staff Response:**

*The multi-jurisdictional team anticipates coming to the Council in Fall 2022 to allow for time for jurisdictional implementation. When the Racial Equity Index is completed, specific metrics will be developed and incorporated in the Evaluation and Accountability plan.*

*See the performance measures for the ready to use pillars below:*

- *Training: The number of people trained and knowledge gained*
- *Racial Equity Assessment Tool: The number uses, and equitable changes in the program/policy/initiative associated with its application (only when used to review an existing program/initiative/ or policy)*
- *Community Engagement Strategy: The number of uses and information and quantitative and qualitative data collected*

### **Council Question:**

Glad to see Racial Equity Institute Training (Phase 1 & 2) listed as an activity. Can you please share how many staff have attended this training to date?

### **Staff Response:**

*Several departments and staff members have completed the REI Phase I training. Most recently, 35 leadership team members from Parks and Recreation and Transit completed the Racial Equity Institute's (REI) Phase II training.*

### **Council Question:**

Is it envisioned that use of the REAL tool and Town Equity Lab is voluntary or required by departments/staff?

### **Council Question:**

Will the REAL Tool be required for Town initiatives and projects?

### **Staff Response:**

*We are in the process of developing early adopters among our staff with the Racial Equity Tool on a voluntary basis. As particular projects/programs of concern emerge, specific departments will be asked to apply the REAL Lens in consultation with the Equity Lab. The goal is that eventually all departments will use the REAL Tool.*

*Departments involved in the Equity Lab:*

- *Manager's Office*

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- *Public Works*
- *Planning*
- *Parks and Recreation*
- *Public Housing*
- *Affordable Housing and Community Connections*
- *Ombuds*
- *Transit*

**Council Question:**

Can you confirm that because this is being voted on by each jurisdiction, we need to vote on it "as is" rather than request changes at this stage?

**Staff Response:**

*We are asking that you adopt the plan as is, however, your guidance and suggestions will be used to guide future iteration or implementation in our jurisdiction.*

**Council Question:**

What is the "toy chest"?

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**Staff Response:**

*The Toy Chest attempts to provide new toys to each child living in households with lower incomes in Orange County. The number of eligible children continues to increase each year and the Department of Social Services relies on individuals, businesses, community groups, schools and churches to meet all these needs.*

**Council Question:**

Once this is approved, will the jurisdictions continue working to implement jointly or will it shift to each jurisdiction applying it in the ways that make sense for them or both?

**Staff Response:**

*We anticipate both. The Town will continue to implement diversity, equity, and inclusion initiatives led by our DEI Officer. Each jurisdiction has latitude to begin implementing portions of the plan based on the availability of their resources and readiness. One way we will work together is to leverage our collective needs for training. The plan is a guide to keep the jurisdictions in Orange County moving forward with some level of continuity, but not identically.*

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**Council Question:**

What are some future targets for Mayor/Town Council members to receive training?

**Staff Response:**

*We would like to conduct a training session with the Mayor and Council before the end of the fiscal year. We will work with the Mayor's Office to identify potential dates to accommodate a 4-hour training.*

**Council Question:**

Was any demographic data collected for participants in the three online general sessions held to gather community feedback? What was attendance like in terms of numbers?

**Council Question:**

Did we collect demographic data associated with the 650 responses?

**Staff Response:**

*There were 91 people in total during the online general sessions. Demographic data was not collected, however, see the breakdown of the targeted outreach and the number of community members engaged.*

- *General Sessions Online-91*
- *Refugee Support Center-7*
- *Chinese School-13*
- *Toy Chest English Speaking- 332*
- *Toy Chest Spanish Speaking-222*

**Council Question:**

Can you give me a breakdown of what departments those 28 Town employees are from that attended the GARE training?

**Staff Response:**

*Every department with the exception of Communications and Public Affairs and Business Management were represented in the initial round of GARE training. Additional training opportunities will be held regularly, starting next month. Additionally, the 4-hour session will be delivered in two sessions to better accommodate staff needs.*