

One Orange Racial Equity Plan: *A Framework for Moving Forward*

June 16, 2021
Council Regular Meeting

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One Orange Mission Statement

One Orange is a commitment by Orange County leaders and staff to uncover and address implicit racial biases in our institutions to ensure that race can no longer be used to predict life outcomes in our community.

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Agenda

1. Racial Equity Background
2. Process of Developing the Framework
3. Overview of the Framework
4. Proposed Next Steps

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What is Racial Equity?

- “When race can no longer be used as to predict life outcomes and outcomes for all groups are improved.”
- The difference between racial equity and equality is equity is about fairness, while equality is about sameness.

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Why Race?

- Normalizing conversations about race and operationalizing strategies for advancing racial equity allows us to build systems that address income and wealth inequity and recognize bias based on gender, sexual orientation, ability, age, religion, and other protected categories.
- Allows us to develop a framework, tools and resources that apply to other areas of marginalization, recognizing that different strategies will be necessary to achieve equity in other areas.

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Why Race?

- Allows us to move past looking at just disparities to finding racialized systems that are costly, depress outcomes, and life chances for all groups.
- Systems that are failing communities of color are failing us all by depressing life chances and outcomes

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Government Alliance on Race and Equity (“GARE”)

- Support state and local jurisdiction that are advancing racial equity by addressing institutional and structural racism.
- Training staff to not only do the work but also build internal capacity to undue racism within their organization.
- Help expand and strengthen local and regional collaboration that are inclusive and focused on achieving racial equity.

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Racial Equity Action Planning Process



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Racial Equity as a Strategy for Change



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Components of the County-Wide Framework

- Racial Equity Review Tool
- Community Engagement
- Racial Equity Index
- Training
- Evaluation and Accountability

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Racial Equity Review Tool

Name of Initiative (Practice/Project/Service/Policy)	New or Existing?	Who is Conducting Review?
ORIGIN AND DESCRIPTION OF INITIATIVE <ul style="list-style-type: none"> For new initiatives – why this initiative and why now? For existing initiatives- include background information and milestone dates 		
DESIRED RESULT <ul style="list-style-type: none"> What specific results/outcomes are intended for the community or internally? 		
DEMOGRAPHICS (be as specific as possible) <ul style="list-style-type: none"> Who is this initiative focused on? (Neighborhoods, geographic areas, racial groups, income groups, employees, etc.) What data can you provide to describe your target population? What data is missing? 		
BENEFITS <ul style="list-style-type: none"> Who benefits directly and indirectly from this initiative? How? Share any relevant data (link to jurisdictional map and/or information) 		
IMPACTS <ul style="list-style-type: none"> Who is negatively impacted by this initiative? How? For new initiatives consider impacts during and after this initiative? How? What can be done to mitigate (any) negative impacts? Are there any challenges that need to be overcome? How? Share any relevant data 		

COMMUNITY ENGAGEMENT <ul style="list-style-type: none"> How have you involved community members in developing this initiative? Have you involved those directly impacted? How have you addressed the concerns raised by community members? Going forward, how do you plan to include voices of those most impacted / burdened?
ACCOUNTABILITY <ul style="list-style-type: none"> How will the impact of the initiative be measured? How will you share results with your department and leadership? How will you share results with community members and stakeholders? How will you incorporate feedback from community members and stakeholders?

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Community Engagement Principles

1. Government is committed to change toward a new power dynamic for shared decision-making working together with the community.
2. Government will listen, learn, and implement solutions from all communities, especially impacted communities of color.
3. Government will co-design desired results and engagement processes with the community.
4. Government will provide training and technical assistance for employees seeking to engage and build partnerships with the community.

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Proposed Next Steps

- Refine framework based on input from Boards
- Return in fall for Council to consider Framework approval
- Pilot the Racial Equity Review Tool
- Develop training strategy

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