

# Journeying to Advance Equity in San Mateo County

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# County Foundational Framework and Approach

# Defining Equity

Equity is the goal of *just and fair inclusion* into a society in which *all can participate, prosper, and reach their full potential*.

- PolicyLink

To achieve equity, we must *create the conditions* that allow all to reach their full potential.

# Equity versus Equality

Different Needs  
=  
Different Resources



Different Barriers

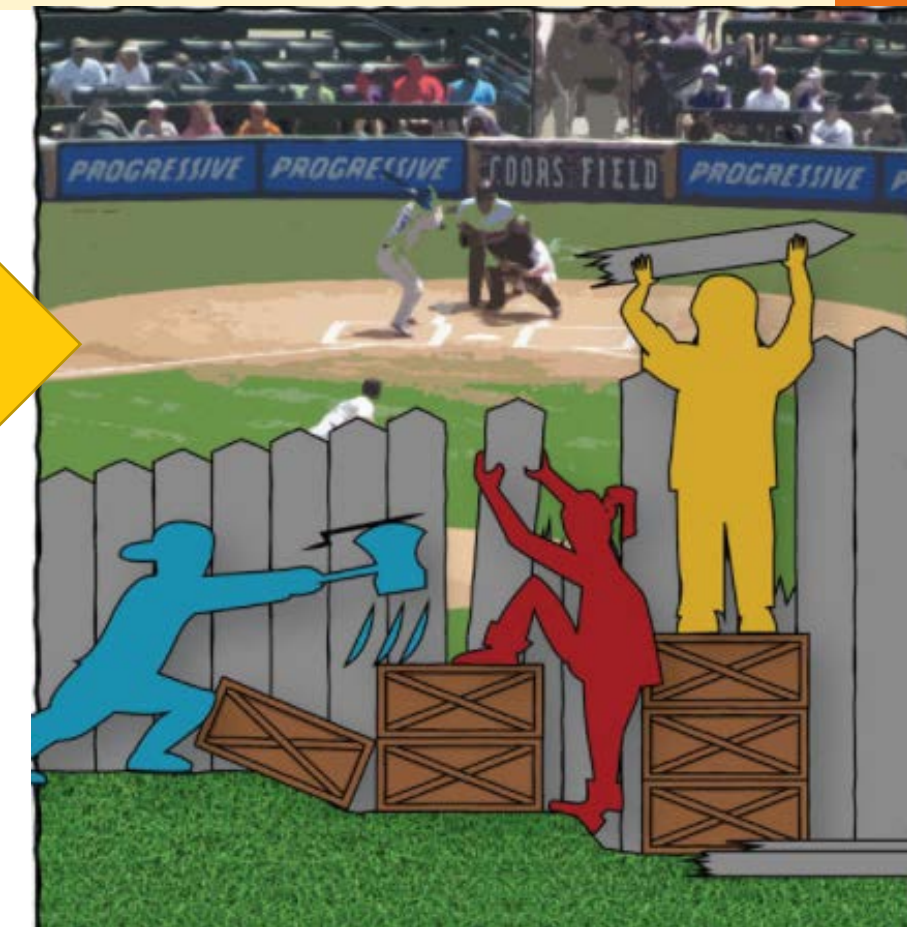


EQUALITY



EQUITY

Journey to Justice:  
Remove barriers and level the playing field



# Diversity, Equity, Inclusion - Belonging

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**Diversity:** a fact –people being different from one another.

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**Equity:** a goal–where everyone can reach their full potential.

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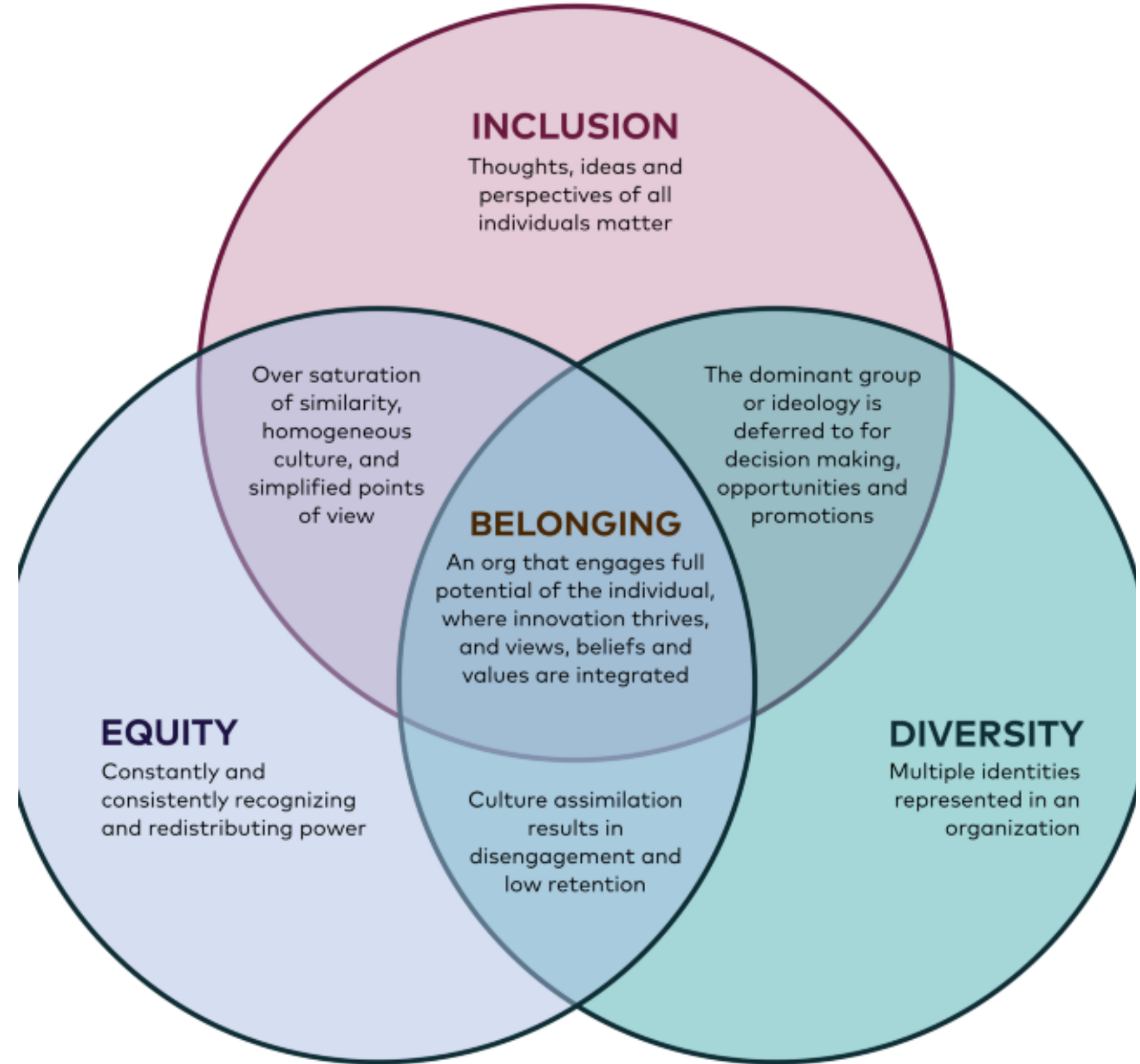
**Inclusion:** a practice –to make space for people and ensure people are included

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**Belonging:** a sense of authentic participation and power in the design or development - to not just be included in other people's spaces but to be a welcomed agent in the creation of the space with equitable distribution of power

# Belonging versus Inclusion

- We recognize that our systems are inequitable
- Inclusion welcomes people into existing structures without questioning whether people feel like the structures are supportive or whether they feel they belong
- Building systems that are truly welcoming to all requires co-creation of systems

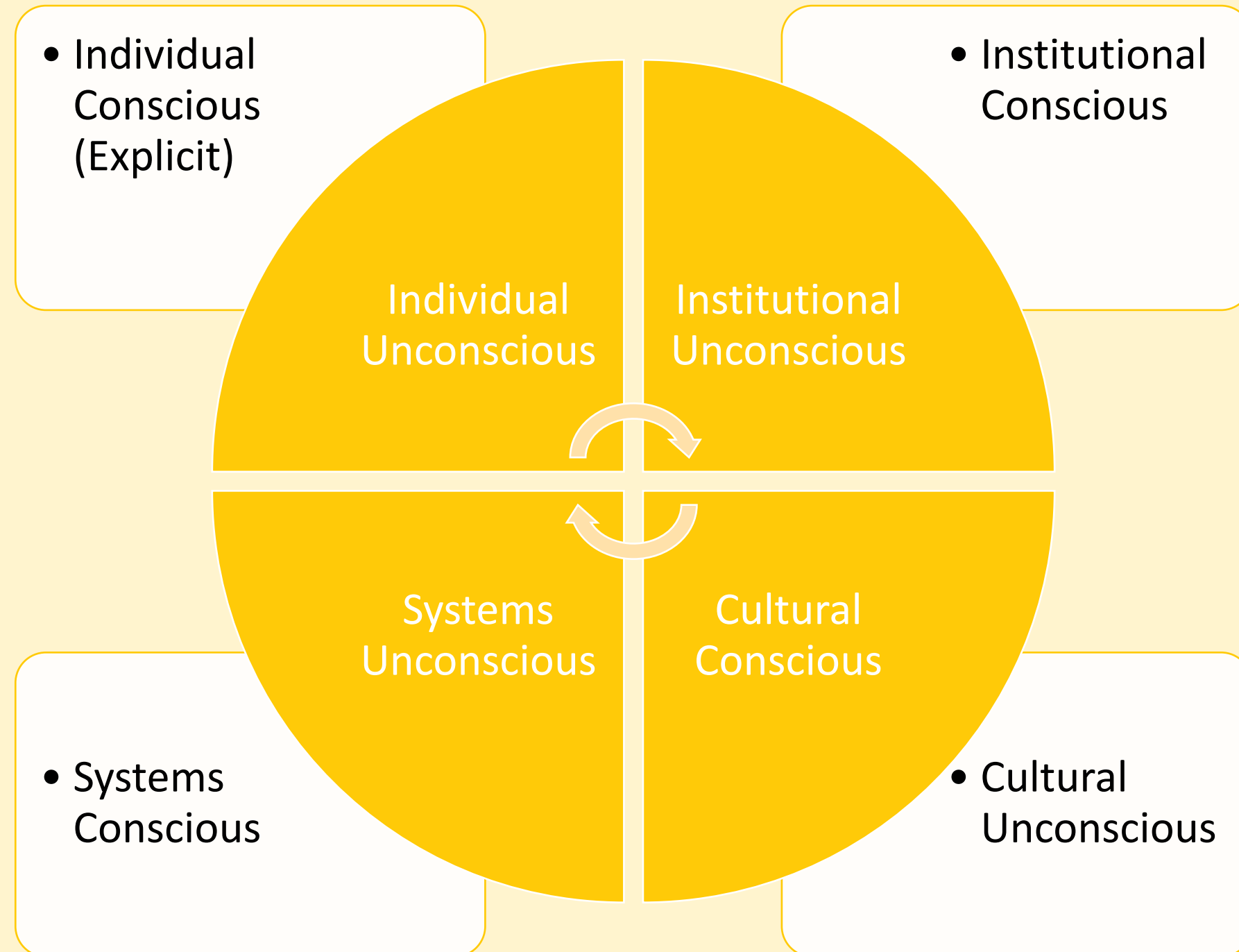


# Narrative: Who Belongs and Who Doesn't

- **At least 64% People of Color**
  - Approximately 67% People of Color per Dr. Benner (UC Santa Cruz)
- **Large Immigrant Community**
  - 35% foreign born. 21% of immigrant population undocumented.
  - 46% speak another language at home
  - 57% of children have immigrant parents
- Approximately 30,000 residents are **LGBTQ+**
- **People with disabilities:** 4.3% 65 and under; 29.3% of 65+

# Root Causes of Inequities: Oppression

- White Supremacy
- Patriarchy
- Colonialism
- Transphobia
- Heterosexism
- Cisgenderism or Cisnormativity
- Ableism
- Ageism
- Nativism
- Anti-Blackness
- Classism
- Racism
- Sexism
- Neuronormative





# Root Causes of Inequities: Discriminatory Policies and Practices



- Slavery
- Indigenous Genocide
- Racial property deed restrictions
- Home loan discrimination (redlining)
- Urban renewal
- Exclusion from the GI Bill Benefits
- Deindustrialization
- Housing discrimination
- Employment Discrimination
- School segregation
- Residential segregation
- Immigration policy racial discrimination
- Incarceration inequities
- Implicit bias
- Zero tolerance disciplinary policies
- Predatory lending
- Complaint-based systems
- Voter suppression
- Limited pipelines into leadership
- Internment camps

# Theory of Change

**Input: County Transformation**

County of San Mateo brings an equity lens into all its operations and transforms its systems with explicit intention to advance equity.

How: Normalize, Organize, Operationalize, Accountability

which help achieve equitable outcomes in key priority areas

**External Influences:**

- Community advocacy and expertise
- Resource requirements
- State and Federal laws
- City expertise

which change how the community influences this cycle

Key Areas of Impact within the County

**Equitable Culture**

<b>Equitable Resource Allocation</b>	<b>Equitable Policies</b>	<b>Equitable Service Provision</b>
<b>Equitable Processes</b>		<b>Equitable Democracy</b>

which individually and collectively support

**Community Outcomes**

Shift in narrative and sense of belonging in SMC.

Other jurisdictions and organizations also commit to equity.

All have power and space to share their aspirations and needs.

**EQUITY**

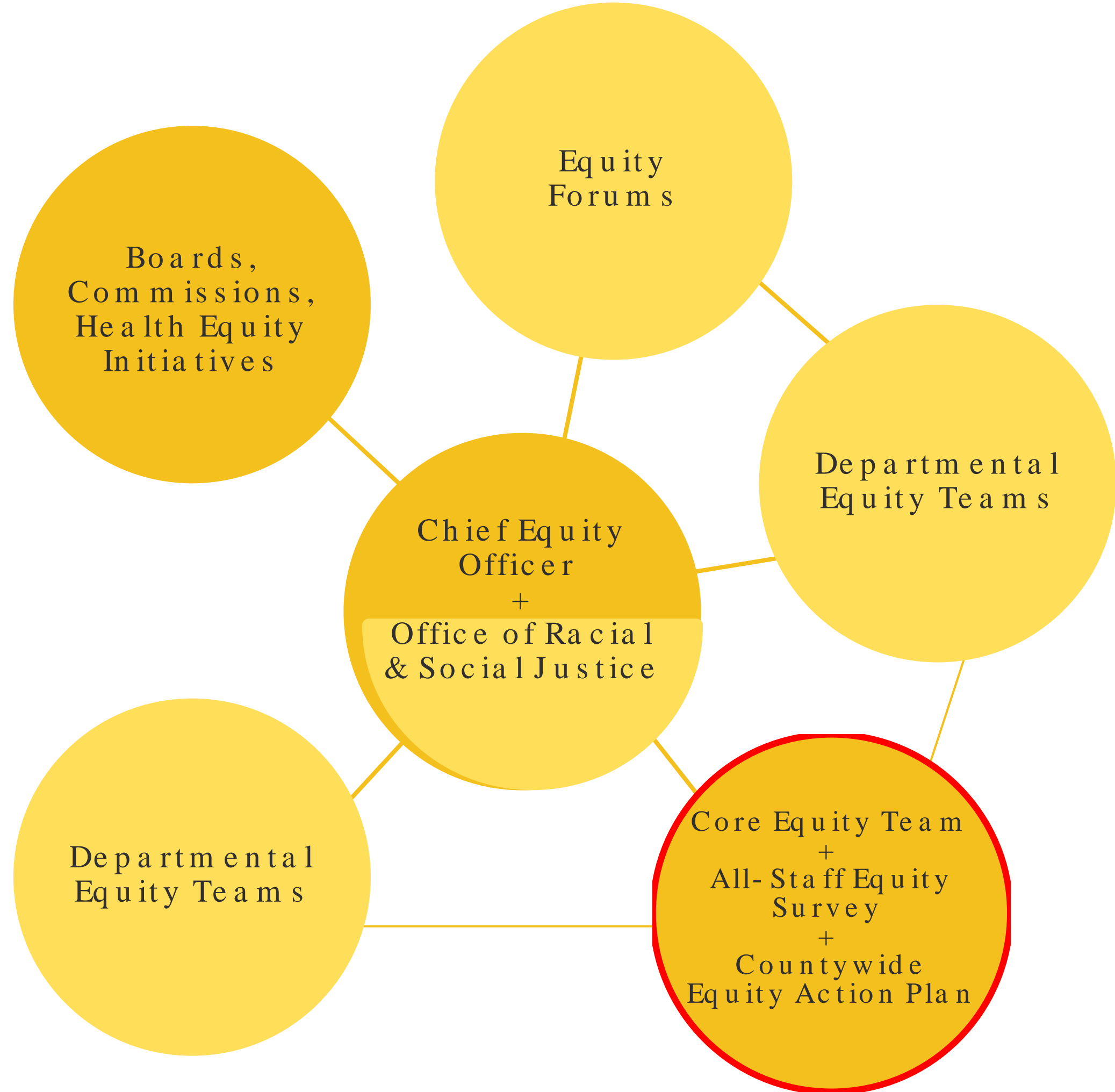
People experience the conditions they need to reach their full potential

Disparities by race, income, and other characteristics are eliminated.

# Chief Equity Officer

Purpose: Support and engage San Mateo County to build and drive more equitable and accountable systems, in order to produce more equitable outcomes for our communities.

## Countywide Equity Infrastructure

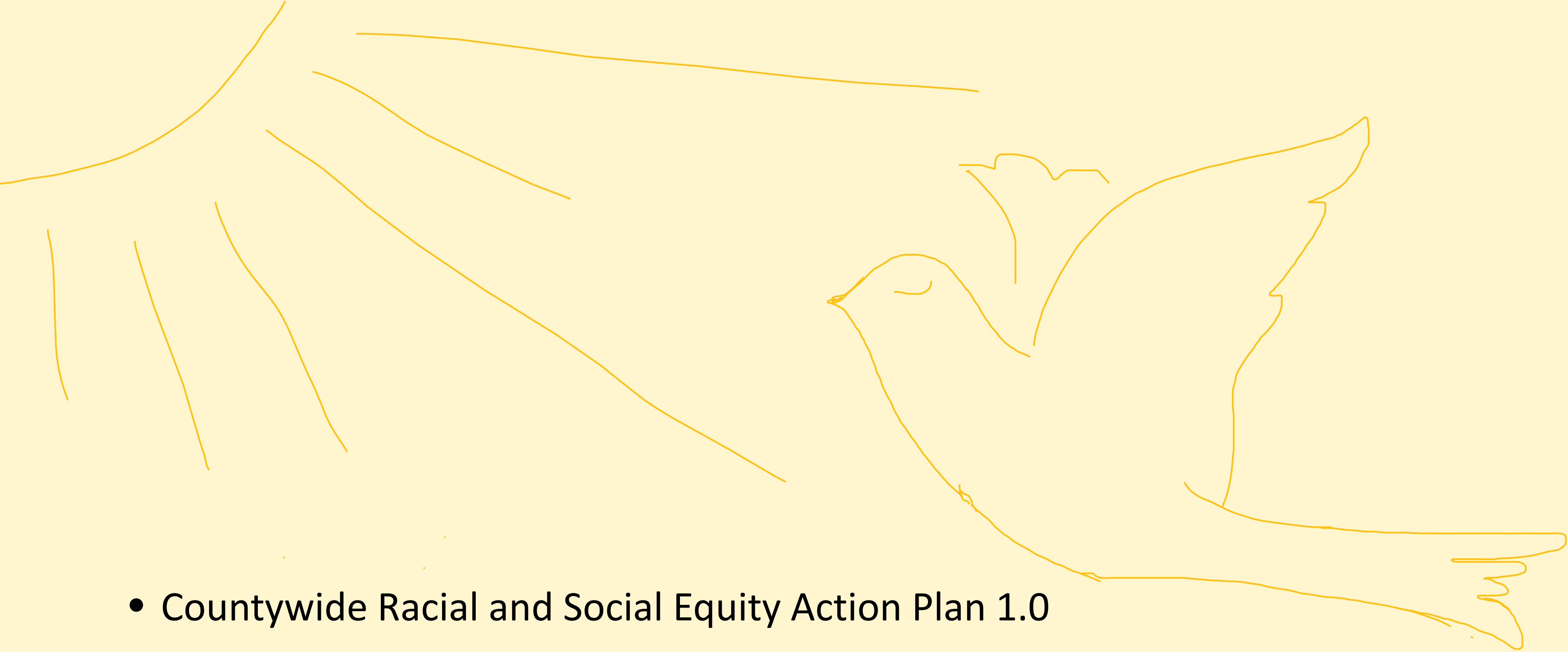


### Legend

In Development

Complete

- Committees:
- Boards and Commissions
  - Capacity Building
  - Community Engagement
  - Data
  - Performance
  - Planning
  - Policy
  - Staff Wellbeing
  - Tools



- **Countywide Racial and Social Equity Action Plan 1.0**
  - 25 departments catalog specific actions and metrics
  - 8 Interdepartmental priorities with actions identified

# Key Impact Areas:

## Sample Actions and Tools to Advance Impacts



### EQUITABLE CULTURE

- Racial Equity Reso. (S. Slocum & S. Canepa)
- BOS BIPOC Experiences Presentations (S. Horsley)
- Equity through Art (Library, BHRS ODE)
- Staff Equity Training & Resource Hub
- Staff Affinity Groups



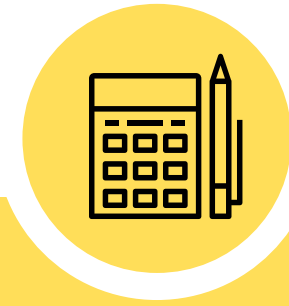
### EQUITABLE DEMOCRACY

- Inclusive Boards & Commissions application
- Equity impact statement on Board memos
- Community engagement toolkit and guidance document



### EQUITABLE SERVICES

- Equity Data Portal
- Equity Impact Assessment Tools



### EQUITABLE RESOURCE ALLOCATION

- Anti-racist Results Based Accountability Pilot
- Countywide Racial and Social Equity Action Plan
- Inclusive Procurement RFI



### EQUITABLE PROCESSES

- All Staff Survey
- Countywide Core Equity Team
- 10 Dept. Equity Teams
- Impacted community voice in ARPA programming



### EQUITABLE POLICIES

- Anchor Institution Resolution (S. Slocum & Groom)
- Expand inclusive staffing practices – recruitment, hiring, promotion

# Our Journey

Equitable Culture

Equitable Democracy

Equitable Resource Allocation

Equitable Services

Equitable Processes

Equitable Policies

## PHASE I

June 2021 – Oct. 2022

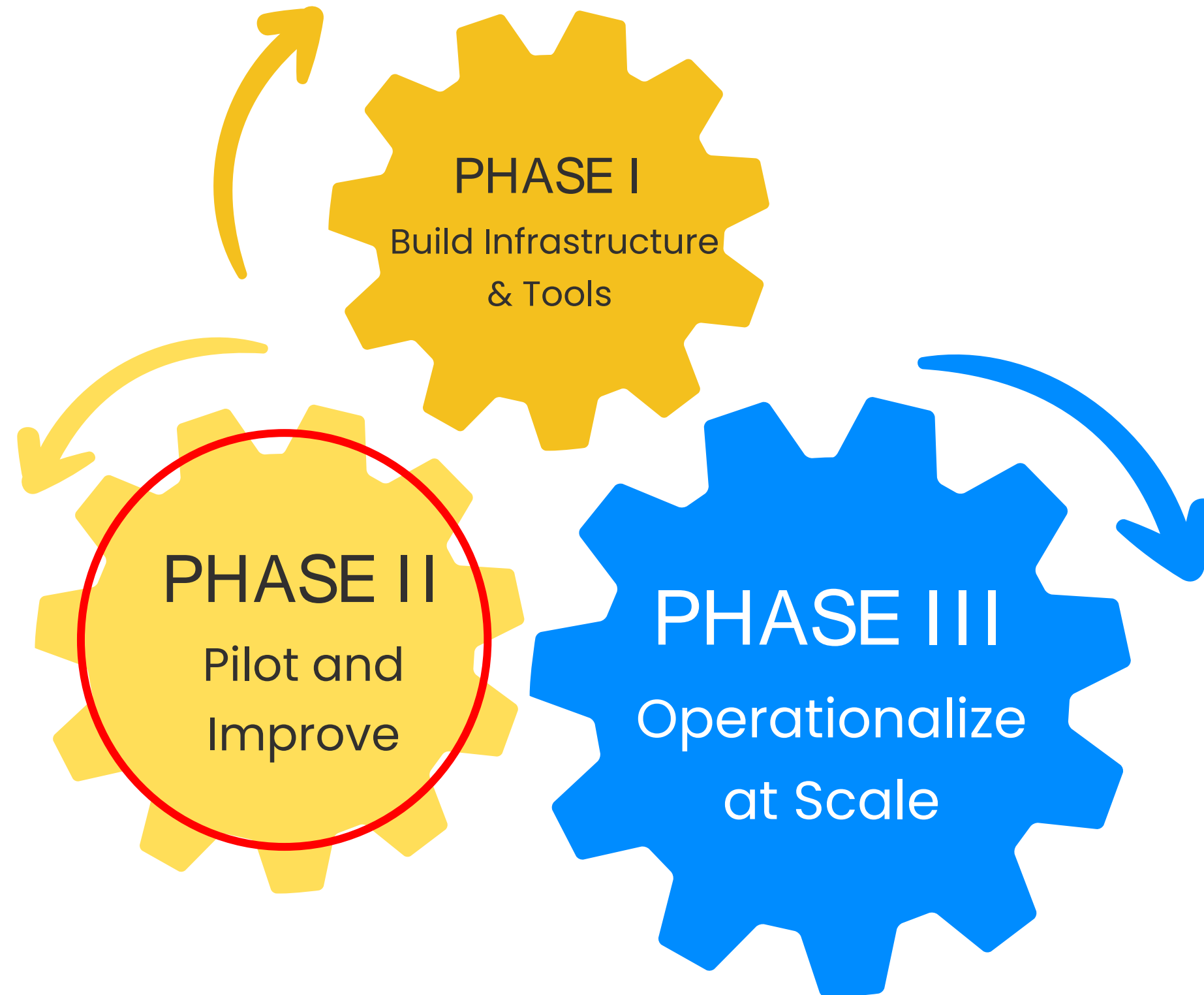
## PHASE II

Oct. 2022 – Oct. 2023

## PHASE III

Oct. 2023 – Oct. 2024

RINSE, REPEAT,  
DEEPEN EXPAND



### Normalize

- Discussions
- Commitment and expectations

### Learning

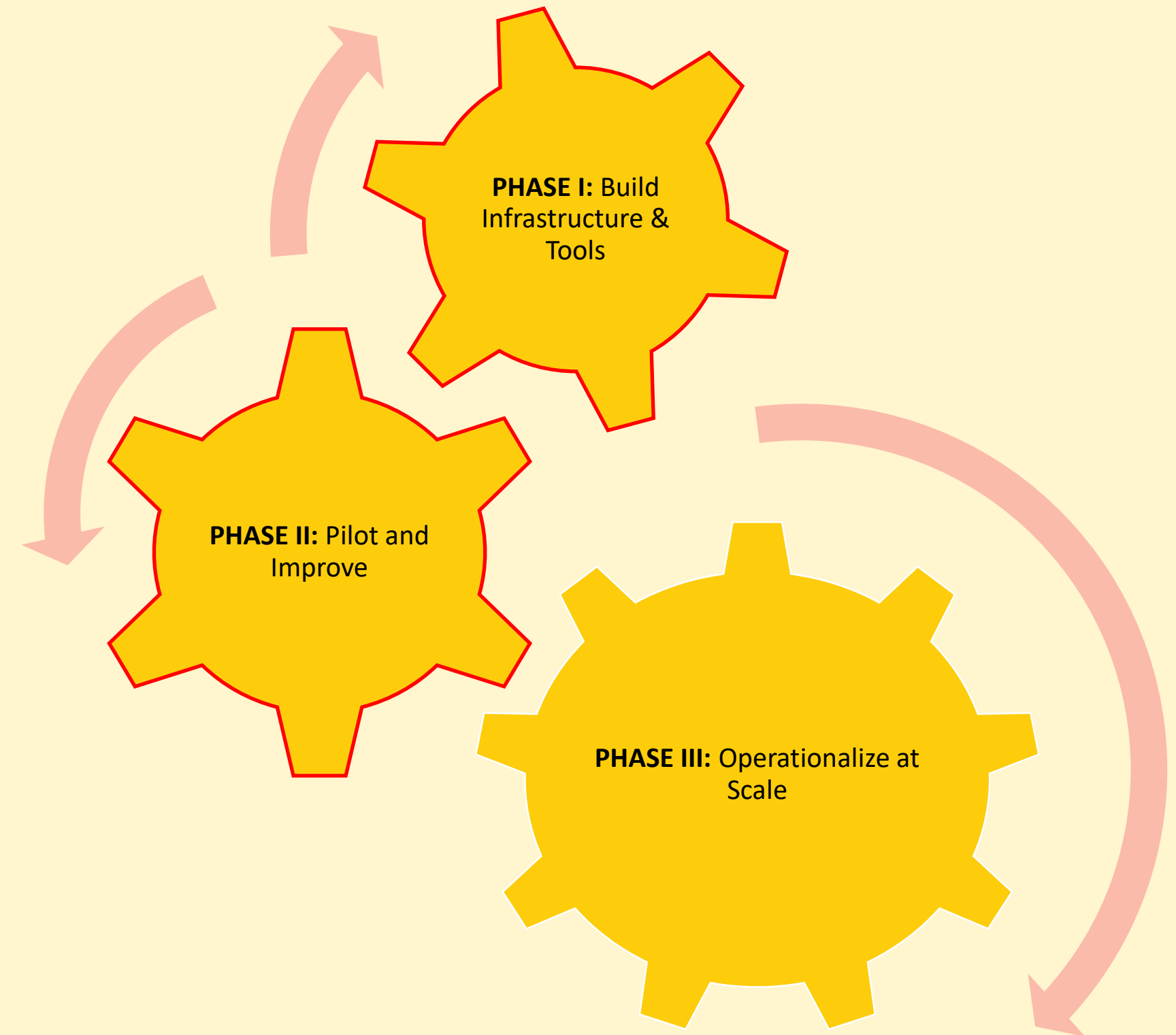
- Staff survey
- Community outreach
- Feedback

### Deepening

- Turning learnings into action
- Deepening commitments and discussions

# Continue to Build, Deepen, Grow

- **Phase II:** Implement – learn, adjust, expand (Phase III)
- **Phase I:** Build New Tools/Programs:
  - Community Equity Advisory Committee
  - Language Style Guide & Access Policy and Implementation
  - Inclusive Procurement Practices
  - ESS: Equity Module

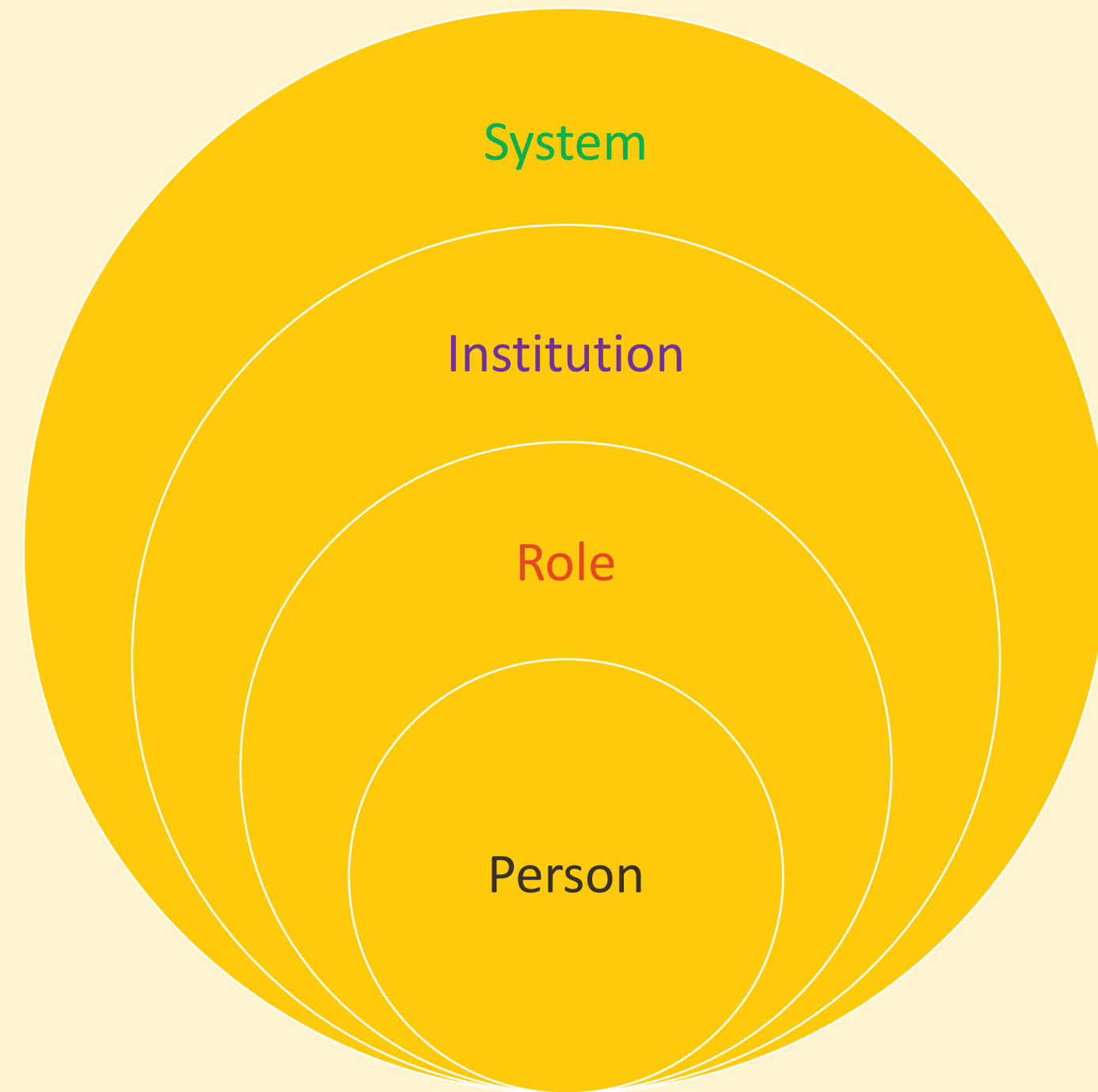


Bringing our heads  
and our hearts to  
this work.





# Organizational & Personal Journey





PolicyLink



This is just the beginning.

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