



COUNTY *of* VENTURA

County Executive Office
Office of Diversity, Equity & Inclusion

**DIVERSITY, EQUITY, & INCLUSION
FISCAL YEAR 2021-2022 REPORT**

**BOARD OF SUPERVISORS MEETING
JULY 26, 2022**

AGENDA

Introduction of DEI Team

Normalize Conversations

- Race Dialogues
- Foundations of DEI Learning Series
- DEI Calendar Activities

Organize for Sustainability

- DEI Council
- Public Safety Racial Equity Advisory Group
- Healthcare Equity Advisory Council
- Partnerships

Moving Forward in 2022-23

CEO DIVERSITY, EQUITY, & INCLUSION TEAM



Phin Xaypangna

The DEI Office serves to advance DEI goals across the County government through collaboration, policy change, inclusive engagement, and capacity building.

- Advance racial equity in all aspects of County operations
- Develop and oversee DEI Action Plans
- Provide guidance, education, and technical assistance to build DEI capacity and long-term sustainability
- Work to resolve issues rooted in bias and discrimination
- Build community partnerships and alliances to achieve equitable outcomes for all



Kate English



Steven Auclair

TALKING TOGETHER IN CHALLENGING TIMES - RACE DIALOGUES

30

DIALOGUE SESSIONS HELD
IN-PERSON AND VIRTUALLY

493

EMPLOYEES PARTICIPATED
ACROSS COUNTY AGENCIES &
DEPARTMENTS

96%

STRONGLY AGREE OR AGREE
"I HAVE GAINED INSIGHTS FROM MY PEERS."

18/25

COUNTY AGENCIES PARTICIPATING

"The environment felt open, and it was nice to have everyone feel comfortable sharing their stories." ~ Participating Employee



FOUNDATIONS OF DEI LEARNING SERIES



MAKING THE CASE FOR DEI & LEADING WITH RACE

Jan 26th, 2 - 4 pm
Phin Xaypangna &
Kate English



LOCAL HISTORY: STRATEGIES OF SEGREGATION

March 30th, 2-4 pm
Dr. David G. García



UNDERSTANDING STRUCTURAL RACISM

May 25th, 2 - 4 pm
Dr. Michael Benitez Jr.

ARE WE ALL BIAS?

Feb 23rd, 2 - 4 pm
Sahar Andrade



CHICANO/A HISTORY IN VENTURA COUNTY PAST AND PRESENT

Apr 27th, 2 - 4 pm
Dr. Frank Barajas



AFFIRMING TRANS & NONBINARY PEOPLE

Jun 29th, 2 - 4 pm
Dr. Sandy Gómez &
Kate English



COUNTY of VENTURA

County Executive Office
Office of Diversity, Equity & Inclusion

**In Partnership
With**



VENTURA COUNTY
MANAGEMENT COUNCIL
Promoting Excellence in Ventura County

FOUNDATIONS OF DEI LEARNING SERIES RESULTS



622

UNDUPLICATED EMPLOYEES
PARTICIPATED IN
FOUNDATIONS OF DEI



1,573

TOTAL ATTENDANCE
ACROSS ALL SESSIONS



96%

ZOOM POLLS REPORTING
OVERALL SATISFACTION



2,815

DEI LEARNING SERIES
TRAINING HOURS



25/25

COUNTY AGENCIES
PARTICIPATING

"This is so exciting that the
CEO's office is addressing
diversity/racial issues.
You have my full support."

~Participating Employee

"Thank you for the
opportunity to learn and
grow."

~ Participating Employee

ORGANIZING: DEI LEADERSHIP



Diversity, Equity, and Inclusion Council

Formed in 2017, DEI Council (formerly the DEI Taskforce) is building momentum to advance equity with agency representatives at all levels of the organization.

Diversity, Equity, and Inclusion Leadership Accountability Team

Formed in 2021, the DEI LAT sets overall direction and oversight for DEI efforts in collaboration with the DEI Council and the Office of DEI.

Public Safety Racial Equity Advisory Group (PSREAG)

Formed in 2021, PSREAG fosters communication and identifies public concerns related to policing.

Healthcare Equity Advisory Council (HEAC)

Formed in 2021, HEAC brings together representatives of county agencies and the community to enhance DEI within our healthcare services.

DIVERSITY, EQUITY, & INCLUSION COUNCIL



Current DEI Council Members

Cynthia Salas, Chair Selfa Saucedo, Vice Chair

Carlo Aldeguer
Anitha Balan
Talía Barrera
Korinne Bell
Nancy Beltran
Mayra Benitez-Tadillo

Vijay Bheemisetty
Dee Dinnie
Donna Gillesby
Teresa Jimenez
Rob Harris
Renee Higgins

Ernie Moore
Leticia Morales
Dave Nafie
Claudia Nevarez
Monique Nowlin
Paul Nuñez

Jennifer Orozco
Barry Parker
Jose Rivera
Michael Rodriguez
Keith Taylor
Rebecca Willhite

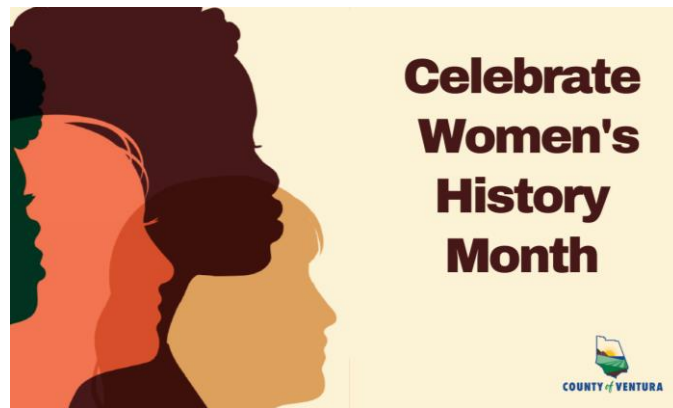
CEO Staff Support:

Phin Xaypangna
Kate English
Steven Auclair
Jackie Nuñez

Current DEI Leadership Accountability Team

Shawn Atin, Claudia Bautista, Jeff Burgh, Dr. Sevet Johnson, Melissa Livingston, Marcus Mitchell

DIVERSITY CALENDAR EVENTS



BLACK HISTORY MONTH PANEL

 <p>Moderator MARCUS MITCHELL Director Department of Child Support Services</p>	 <p>AMBER LEE Sr. Deputy District Attorney District Attorney's Office</p>
 <p>CAMERON HENDERSON Captain Ventura County Sheriff's Office</p>	 <p>DERRICK WILSON Staff Services Manager Public Works Agency</p>
 <p>JENNIE PITTMAN Deputy Director Human Services Agency</p>	 <p>SABRINA ANDERSON Sr. HR Business Partner County Executive Office</p>

CESAR CHAVEZ DAY *Virtual Celebration*

**THURSDAY MARCH 31,
2-3:30 PM**



Viewing Options **zoom** **f**

DIVERSITY CALENDAR EVENTS

Staff Spotlights

Black History Month:

DelaChone Short, with the Ventura County Fire Department



“Black History Month means a lot to me but, most importantly, it’s a time to reflect on the past in both appreciation and pride. It’s also a reminder to not take for granted the freedoms that I have today because they did not come without enormous struggle. I celebrate my culture by simply being proud to be a Black man in America and making sure not to forget those who gave up so much for me to live the life I live today.

This month is about legacy. It’s about paying respect to those trailblazers before us. It’s about using those stories of sacrifice as a reason to make a difference today. It’s also about projecting the youth into a positive productive future. Black history isn’t solely in the past. Soon what we do today will be included in that history.

It makes a big impact when little kids of the same race as myself, and when minorities in general, see me in uniform. Knowing that just by seeing someone who looks like them drive a fire engine can be motivation and reassurance that they too can do something like this, and might be one of the best rewards this career yields.

DIVERSITY CALENDAR EVENTS

Staff Spotlights



Latinx Heritage Month:

Sade Flores-Haro, with Ventura County Animal Services

“Latinx Heritage Month is a time for visibility, a reminder for everyone that as a community, we continue to exist, and flourish. I was born in the United States, and though my roots are grounded in Oxnard, they run down to Zacatecas, Coahuila, and Guadalajara. It was not until after college that I found myself returning to the very community I thought would disown me for being part of the LGBTQIA community. They greeted me with open arms. As a non-Spanish speaking person who identifies as Mexican American, there is a lot that gets lost through the inability to communicate; one being a sense of belonging. Despite this I try to advocate for language access, so that my Latinx community knows that wherever they are, that space will be there, with open arms to welcome them too.”



PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP

PRESENTED BY:

RABIAH A. RAHMAN

BLACK LAWYERS OF VENTURA COUNTY, VICE PRESIDENT AND
CO-CHAIR OF THE PUBLIC SAFETY RACIAL EQUITY ADVISORY
GROUP

JULY 26, 2022

PSREAG MEMBERS

CO-CHAIRS: VENTURA COUNTY PUBLIC DEFENDER, CLAUDIA BAUTISTA &
BLACK LAWYERS OF VENTURA COUNTY VICE PRESIDENT, RABIAH RAHMAN

Public Safety Representatives:

- Ventura County Sheriff
- Municipal Law Enforcement Agency Head (Chief of Police)
- Ventura County District Attorney
- Ventura County Public Defender
- Ventura County Probation Agency

** Assisted By CEO Office And Diversity, Equity & Inclusion Officer*

Community Group Representatives:

- Ventura County NAACP
- Santa Paula Latino Townhall
- Black Lawyers of Ventura County
- Latinx Bar Association
- Mixteco/Indigena Community Organizing Project (MICOP)
- Diversity Collective of Ventura County
- We Belong 805
- Pacific Clinics
- VC Asian American Bar Association
- Conejo Valley Interfaith Association

PURPOSE

Provide a forum where public safety and community stakeholders collaborate to improve communications and understanding amongst the parties and the greater public. The PSREAG will work to identify potential solutions to improving law enforcement policies and procedures and community engagement. The PSREAG will provide valuable input on issues surrounding public safety, equity, and justice-oriented best practices to enhance policies, procedures, and community interactions, while increasing access, transparency and fostering a mutual understanding.



GOAL

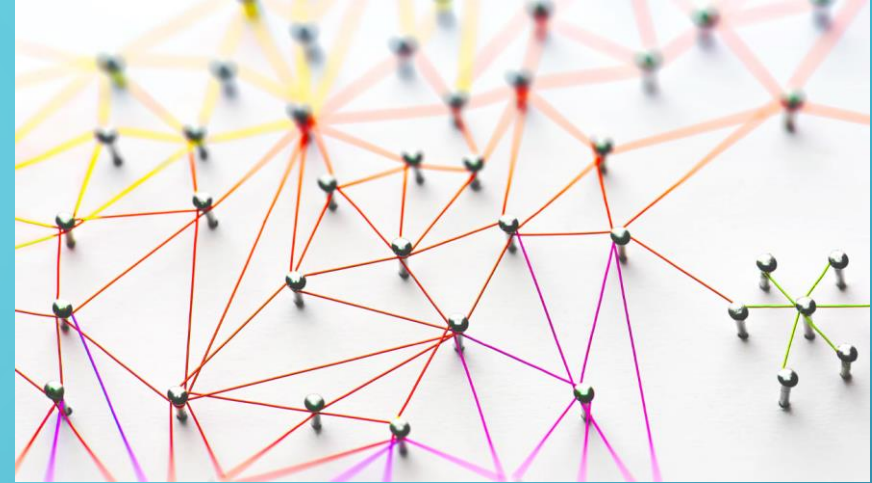
Work together in a two-way communication link between public safety and community organizations that share an interest in advancing an equitable justice system and creating a community forum by which information, education and ideas are encouraged and exchanged. This forum will help increase public understanding of public safety policies and procedures, as well as identifying areas of concern and offering potential solutions for enhancements.

PROCESS

- COMMUNICATION
- EDUCATION
- PROBLEM SOLVING SOLUTIONS



COMMUNICATION



► Discussions:

- How to balance a shift in culture
- Building trust - in the group and with the community
- Mutual goals to create meaningful and sustainable change in policies and practices
- Recognizing the need for a common baselines of understanding and data

EDUCATION

- **PAST PRESENTATIONS:**

- TRANSPARENT REVIEW OF UNJUST TRANSFERS AND HOLDS ACT (TRUTH ACT)
- VENTURA COUNTY PUBLIC SAFETY AGENCIES
- DOMESTIC TERRORISM

- **UPCOMING**

- RACIAL AND IDENTITY PROFILING ACT (RIPA): July 27, 2022 @ 11:30am by Sheriff Ayub and Oxnard Police Chief Jason Benites



PROBLEM SOLVING SOLUTIONS

- **SHORT TERM**
 - “Public Outreach” Ad Hoc Committee
 - “Policy & Practice Review” Ad Hoc Committee
 - “Education” Ad Hoc Committee
- **LONG TERM**
 - Develop a countywide Public Safety and Racial Equity Survey
 - Create an annual report to share with BOS and public



CHALLENGES

A decorative graphic on the left side of the slide, consisting of a network of light blue lines and small circles, resembling a circuit board or a stylized tree structure.

MEETINGS

- FIRST THURSDAY OF THE MONTH FROM 5:30 PM – 7:30 PM
- NEXT MEETING IS RESCHEDULED ON A SPECIAL MEETING DATE OF AUGUST 11, 2022, AT 5:30 PM
- HAVE PUBLIC COMMENTS OR QUESTIONS FOR PSREAG? ATTEND A MEETING OR CONTACT STAFF AT COUNTYDEI@VENTURA.ORG
- www.ventura.org/psreag/



VENTURA COUNTY
HEALTH CARE AGENCY

HEALTHCARE EQUITY ADVISORY COUNCIL

HEAC

HEALTHCARE EQUITY ADVISORY COUNCIL
Advocating for Equity For Historically
Underserved Communities

Healthcare Equity Advisory Council (HEAC) Purpose

HEAC is a working group of healthcare subject matter experts and community stakeholders formed to advocate for equity for historically underserved communities.

HEAC FORMATION

2020-2021

- Initial Convening & Visioning Body
 - Created a draft charter including purpose, scope, goals, and strategies
- Recruitment Phase
 - Community membership should represent underserved communities
 - Open application process Sub-committee reviewed 42 applications, interviewed 16, proposed a slate of 8

2022

- Convened newly selected members in March
- Adopted proposed Charter in April
- Currently identifying gaps and areas of focus

HEAC CURRENT MEMBERS

Community Members

- Kimberly Cofield (Co-Chair)
- Liz Diaz-Querol
- Juliza Ramirez
- Audrey Ford
- Juana Zaragoza
- Kimberly Kelley
- Emily Bridges
- Hugo Tapia

Health Care Agency Members

- Barry Zimmerman (Co-Chair)
- Sevet Johnson
- John Fankhauser
- Theresa Cho
- Rigoberto Vargas
- Kristina Swaim



HEAC

HEALTHCARE EQUITY ADVISORY COUNCIL
Advocating for Equity For Historically
Underserved Communities

HEAC GOALS & STRATEGIES

GOALS:

1. Engage the communities we serve to identify and understand needs that address healthcare equity opportunities.
2. Develop and implement strategies to promote healthcare equity for all patients regardless of age, race, ethnicity, language, religion, spiritual practice, sexual orientation, gender identity or expression, socioeconomic status, mental status, disability, and medical condition.

STRATEGIES:

- Establish meaningful conversations in HEAC meetings.
- Collect and analyze data to understand where disparities exist.
- Leverage community needs assessments and partner data.
- Create action steps and timelines for identified opportunities.
- Targeted quality improvement efforts with metrics for evaluation.
- Focus on equity and inclusivity in patient-centered healthcare services and programs.

HEAC MEETINGS

www.vchca.org/heac

Meetings: 3rd Tuesday of each Month
(currently)

Location: Public Health Administration
2240 E. Gonzalez Road, Oxnard

Time: 5:30 PM - 7:30 PM

Have public comments or questions for HEAC? Attend a meeting or contact staff at heaccouncil@ventura.org



HEAC

HEALTHCARE EQUITY ADVISORY COUNCIL
Advocating for Equity For Historically
Underserved Communities

DEI COMMUNITY PARTNERSHIPS & CONNECTIONS

- Ventura County Office of Education - Equity Conference
- Youth, Equity, and Success (YES) Collaborative
- City of Thousand Oaks Community DEI Roundtable
- Joined the LGBT+ Aging Coalition
- Partnered with local, state, and federal jurisdictions and organizations
- Presented DEI work to community-based organizations
- California Lutheran University through the ASCENSO Hispanic Fellowship



MOVING FORWARD 2022-2023



Normalizing

- Increase support & buy-in at all levels
- Continue Learning Series
- Develop & Facilitated Race Dialogue 2.0



Organizing

- Strengthen relationships with low-income and communities of color
- Formalize communities of practices
- Form and sustain DEI Agency/Department committees



Operationalizing

- Racial Equity Assessment & Training for Leadership
- Develop Racial Equity Action Plan
- Incorporate DEI into County's Strategic Plan
- Racial Equity Data Dashboard and Mapping Tools

VISUALIZE: Developing, nurturing, and sustaining an equitable community and workforce where all individuals can thrive

QUESTIONS?





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Office of Diversity, Equity & Inclusion

THANK YOU!

www.ventura.org/county-executive-office/dei/