Cultural Intelligence and Competency Workshop

County of Marin 2020
“Injustice anywhere is a threat to justice everywhere.”

—Martin Luther King Jr.
Why Equity, Diversity, and Inclusion are Important at the County of Marin

- The future is here!

- We are a diverse organization and an increasing diverse County overall

- Inclusion and equity are our growing edge and responsibility inside the organization. We are working to achieve diversity and inclusion at all levels in our organization
Why Equity, Diversity, and Inclusion are Important at the County of Marin

• Recruiting, retaining, and promoting diverse employees is critical to our organization’s success with our community and long-term sustainability.

• Diversity improves decision-making and problem-solving on teams & the whole organizations

• Inclusion is a process. It is one of our organizational expectations and responsibilities we have as public servants
Racial Distribution in the Bay Area and Marin County

Source: 2017 American Community Survey, 5-year estimates
Equity? Equality?
What’s the difference?

EQUALITY  EQUITY
Racial equity means:

“Closing the gaps” so that race does not predict one’s success, while also improving outcomes for all
History of government and race

Initially explicit

Government explicitly creates and maintains racial inequity.

Became implicit

Discrimination illegal, but “race-neutral” policies and practices perpetuate inequity.

Government for racial equity

Proactive policies, practices and procedures that advance racial equity.
Race in governmental policies

Federal Housing Administration

Location of city facilities

Interstate Highways

The House We Live In Video Clip
A Bold Social Experiment in Racial Relations
Guaranteed Bank Loans

Levittown NY

National Housing Act of 1949
Redlining

MAP SHOWING GRADES OF SECURITY

-LEGEND-

A  BEST
B  STILL DESIRABLE
C  DEFINITE DECLINING
D  HAZARDOUS
“...hereafter no part of said property or any portion thereof shall be...occupied by any person not of the Caucasian race, it being intended hereby to restrict the use of said property...against occupancy as owners or tenants of any portion of said property for resident or other purposes by people of the Negro or Mongolian race.”
Wealth Inequality

The Value of Real Estate and Homeownership:

- Finance College Educations
- Fund Retirements
- Support Children’s Home Ownership
- Generational Wealth
Historical Effects of Racial Discrimination

- Homelessness and Poverty
- Disability and Lower Life Expectancy
- Lower rates of homeownership and lower rates of mortgage approvals
- Lower high school graduation rates
- Higher unemployment rates
- Gentrification of neighborhoods

Attorney General Becerra: Sausalito Marin City School District Agrees to End Segregation in Its Schools

Press Release  /  Attorney General Becerra: Sausalito Marin City School Distri...
**Accomplishments**

**NEWS › LOCAL NEWS**

**Marin County to buy Coast Guard housing for $4.3 million**

$4.3 million to Coast Guard; property tabbed as affordable housing

**Marin To Offer Affordable Housing Incentives For Property Owners**

Marin is offering new financial breaks for property owners in unincorporated parts of the county to create affordable rental units.

**Chronic Homelessness Drops In Marin County**

Officials credit the county's Housing First approach to progress made on a complex societal issue.

**NEWS › LOCAL NEWS**

**Marin tenants with Section 8 vouchers find increasing success in rental market**

**NEWS › LOCAL NEWS**

**Marin joins agency to expand rental housing**
Addressing Equity in Marin

- Expanded community engagement
- Recognized race as a leading cause of disparities and need to identify root causes
- Language access and evening meetings
Equity In Housing

• Landlord Partnership Program
• Housing Trust Fund For Families
• Employee Housing Assistance Pilot Program
• Source of Income Protection
• Just Cause for Eviction
• Mandatory Mediation
• Junior Accessory Dwelling Units and Accessory Dwelling Units
• VCA – At least 100 affordable housing units outside areas of minority concentration, for families with children
Challenges That Still Remain

- Significant increase in housing costs and shortage of affordable housing options;
- Housing burden for middle and low-income workers has increased;
- Greater disparities in homeowners and renters;
Challenges That Still Remain

• Childcare for an infant - $20,105 per year, $15,551 for a preschooler
• The County’s older adult population is increasing at a rate that surpasses the national rate
• 57% of white students; 61% of Asian students; 20% of Latinx students; and 14% of African American students were ready or conditionally ready for college-level math courses
• Latinx students represented the highest number of students who did not complete high school in Marin
• Bayside MLK and Willow Creek with an African American student population in 2017 of 50.4% and 10% respectively, and a Latinx student population of 7.1% and 27.3%, attend Tamalpais High African American student population of 3.2% and a Latinx student population of 10%
Challenges That Still Remain

• Obesity rate in Marin City was 75.1%; In the Canal it was 36.6%
• No grocery store in Marin City and in the Canal, small convenience stores with limited healthy options and an abundance of unhealthy options, including junk food, sugar-sweetened beverages, alcohol, and tobacco
• 8.1% of Marin residents lived below the Federal poverty level
• For 2019, the median family income limit for affordable housing in Marin was $136,800.
• Between 2010 and 2017, White and Asian homeownership increased while Latinx and African American homeownership decreased
• Overall there was a decrease in African American residents and homeowners between 2010 and 2017
A way forward in Marin

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Visualize

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

Organize
- Internal infrastructure
- Partnerships
Moving Forward

• Target strategies to focus improvements for those worse off

• Question our policies: who benefits and who is burdened?

• Move beyond “services” and focus on changing policies, institutions and structures
COVID-19 – Opportunities For Change

• How we use technology
• Increase in telemedicine
• Importance of local government
• Addressing our inequality gap
• How we engage in our communities
COVID-19 – Opportunities For Change

- Food Delivery Systems
- Information / Help Hotlines
- Rental Assistance
- Facial Masks and Coverings
- Local Test Sites
- Wifi For Students
- People Experiencing Homelessness
- Senior Conversations
- Supporting Local Businesses
### COVID-19 – May 11, 2020

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<th>Race/Ethnicity</th>
<th>COUNTY POPULATION</th>
<th>Case Count</th>
<th>Percent of Cases</th>
<th>Hospitalization Count</th>
<th>Percent of Hospitalizations</th>
<th>Death Count</th>
<th>Percent of Deaths</th>
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<tr>
<td>American Indian/Alaska Native</td>
<td>0.1%</td>
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<td>0%</td>
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<tr>
<td>Asian</td>
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<td>Black/African American</td>
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<td>1%</td>
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<td>Hispanic/Latino</td>
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<td>31%</td>
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<td>Multi or Other Race</td>
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<td>White</td>
<td>71.1%</td>
<td>112</td>
<td>56%</td>
<td>22</td>
<td>59%</td>
<td>11</td>
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Advancing Health Equity Practices In the Time of Covid-19

Discussion Questions:

In the midst of these challenging times, how do we both hold compassion for one another AND hold each other accountable to pushing for racial and health equity?

What systemic changes are needed to advance health equity practices in the time of COVID-19? What do we need from our leaders to ensure that real changes take place?