County of Santa Clara:
Enhancing Departmental Capacity to Advance Equity
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Racial & Health Equity Sr. Manager, Public Health Department
Public Health
Department
Racial & Health
Equity Infrastructure

• 2015: Advancing Racial & Health Equity Strategic Priority
• 2016: Racial & Health Equity Sr. Manager & Planner positions
• 2017: Racial & Health Equity Learning Institute, Committee & Action Plan
• 2020: Racial Equity & Community Engagement COVID Response Team
Government Alliance on Race and Equity (GARE)

A national network of government working to achieve racial equity and advance opportunities for all

- Support jurisdictions that are at the forefront of work to advance racial equity.
- Build pathways for new jurisdictions to begin doing racial equity work, including cohorts of new jurisdictions.
- Expand and strengthen local and regional collaborations that are broadly inclusive and focused on achieving racial equity.

Source: Government Alliance on Race and Equity
## SCC Participation in GARE (including on-going)

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<tr>
<th>SCC Departments &amp; Offices</th>
<th>SCC Partners</th>
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<td>City of San Jose</td>
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<td>Office of Cultural Competency</td>
<td>Santa Clara County Office of Education</td>
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<td>Social Services Agency</td>
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<td>Behavioral Health Services Dept</td>
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<td>Office of LGBTQ Affairs</td>
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<td>Office of Re-Entry Services</td>
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GARE National Best Practice

Normalize
- A shared analysis and definitions
- Urgency / prioritize

Organize
- Internal infrastructure
- Partnerships

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

Source: Government Alliance on Race and Equity
Our approach: Public Health

Normalize
• Racial & Health Equity Learning Institute
• 7 modules

Operationalize
• Strategic Plan/Action Plan
• Racial Equity Tools
• Equity-centered RBA
• Organizational Assessment

Organize
• Department, system & community
• Racial & Health Equity Committee
• Action Teams: Evaluation, Training, Workforce Equity

Source: Government Alliance on Race and Equity
Santa Clara County Public Health Department’s (PHD) vision is to ensure all people thrive in healthy communities that promote equity and optimal health. The department has had a longstanding commitment to health equity, and in 2015, identified Advancing Racial and Health Equity to eliminate health disparities as one of its strategic priorities in its Strategic Plan.

The goal is to strengthen department programs, services and policies to address Racial and Health Equity. To accomplish this, the department outlined three objectives with corresponding activities:

1. Establish Health Equity infrastructure to support the Department’s commitment to eliminating health inequities
2. Incorporate evidence based principles of racial and health equity, and social justice into all Public Health activities, policies and programs
3. Cultivate and increase public health department partnerships and collaborations to advance health and racial equity

A key activity under Objective 2, is to incorporate use of the racial equity tool into the department’s budget process. A racial equity tool provides a structure for institutionalizing the consideration of racial and health equity, and its use is an important step in operationalizing equity.

The Budget Equity Assessment Tool is an example of a racial equity tool, and it is designed to lay out a process and general set of questions to assess how budget priorities will benefit and/or burden communities, specifically community members who are traditionally impacted by health inequities. Its application will support the prioritization of budget proposals.

SECTION ONE: ADVANCING EQUITY

1. How does this budget request increase, reduce, limit or eliminate programs or services that are vital to communities of color, immigrant and refugee communities?

2. What considerations were taken into account in this request to maximize equity?

SECTION TWO: PROGRAMS

3. How does this program, service or initiative align with the goal of advancing equity?

4. Identify the impact of the budget request on specific geographic areas:
   (Neighborhoods/City/Countywide or Unknown)

   a. What areas of the county will be impacted by your proposal and is there a larger than average population of people of color in those areas?

To help you answer this question, the following map link shows where communities of color are greater than average for Santa Clara County.
Embedding racial equity across the COVID-19 response, structure and in partnership with community.
Equity-Centered COVID-19 Strategies

- Outreach & Engagement
- Data & Evaluation
- County community connection
- Recovery
- Vaccines
- COVID-19 Support Services
- Community-based CICT (high touch)
- Door to Door & Community Testing
COVID: Racial Equity in Practice
Race, Equity, and Leadership (REAL) Academy is a Racial Equity Capacity Building for Departments

1. Health & Hospital System
2. Reentry
3. Pre-Trial
4. CEPA
5. Social Services Agency
6. Probation
7. Parks & Recreation
8. Public Defender’s Office
9. Santa Clara County Librarians
Racial & Health Equity Team, 2018 - 2021

Analilia Garcia
Program Manager III
FTE 1.0

Health Planning Specialist III
FTE 1.0
Proposed Racial & Health Equity Team, 2022

- Analilia Garcia
  Racial & Health Equity Sr. Manager
  - Management Analyst
    FTE 1.0
  - Sr. Research & Evaluation Specialist
    FTE 1.0
  - Violence Prevention
    Program Manager II
    FTE 1.0
    - Health Planning Specialist III
      FTE 1.0
    - Health Education Specialist
      FTE 1.0
    - Community Outreach Specialist
      FTE 1.0
  - COVID-19 Health Equity
    Program Manager II
    FTE 1.0
    - Community Outreach Specialist
      FTE 1.0
    - Health Program Specialist
      FTE 1.0
    - Health Program Specialist
      FTE 1.0
  - Racial & Health Equity
    Program Manager II
    FTE 1.0
    - Health Program Specialist
      FTE 1.0
    - Health Planning Specialist III
      FTE 1.0
    - Sr. Training & Staff Development Specialist
      FTE 1.0
    - Training & Staff Development Specialist
      FTE 1.0
  - Administrative Assistant
    FTE 1.0
What is our Responsibility & Commitment?

“The moral arc [of the universe] bends towards JUSTICE, but it doesn’t bend unless WE BEND IT.”

Professor John A. Powell
Questions?