

ANTI-RACISM, DIVERSITY, AND INCLUSION INITIATIVE

BY ARDI WORK GROUP

What is the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative?

The Los Angeles County Board of Supervisors adopted a sweeping initiative that boldly articulates an anti-racist agenda that will guide, govern, and increase the County's ongoing commitment to fighting racism in all its dimensions.

On July 21, 2020, the five LA County Supervisors unanimously passed a motion by Supervisor Mark Ridley-Thomas to establish an Anti-Racist Los Angeles County Policy Agenda addressing "generational inequality and systemic anti-Black racism." The motion calls for foundational, Countywide change in all policies and programs to comprehensively transform outcomes in family stability, physical and mental health, housing, education, employment and economic development, and public safety and criminal justice. In response, the County CEO instituted a Board-directed priority to eliminate racism and bias in the County and created the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative. Dr. D'Artagnan Scorza, Executive Director of Racial Equity for Los Angeles County, leads the ARDI Initiative.

The ARDI Initiative will:

- Evaluate existing County policies, practices, operations, and programs through a lens of racial equity
- Assess existing policies, processes, and practices that may prevent African Americans from advancing within County departmental career ladders
- Advance the strategies and recommendations put forward by the Ad Hoc Committee for Black People Experiencing Homelessness
- Commission an annual report on the State of Black Los Angeles County
- Develop a funding plan in consultation with philanthropy and academia
- Identify at least one Management Appraisal and Performance Plan (MAPP) goal each year that strengthens organizational capacity
- Recommend and advocate for relevant legislative policies that improve outcomes and reduce racial disparities



On July 21, 2020, the five sitting LA County Supervisors unanimously passed a motion by Supervisor Mark Ridley-Thomas (*far left*) to establish an Anti-Racist Los Angeles County Policy Agenda addressing "generational inequality and systemic anti-Black racism."

ANTI-RACISM, DIVERSITY, AND INCLUSION INITIATIVE (CONT) BY ARDI WORK GROUP

How is the Probation Department involved with ARDI?

The Board of Supervisors declared Racism a National Public Health Issue. Probation leads the charge, along with 35+ LA County government departments, in eliminating racism in Los Angeles County. In March 2021, Chief Probation Officer Adolfo Gonzales designated Adam Bettino to be the Probation Department Executive Team Lead for the Anti-Racism, Diversity, and Inclusion Initiative Implementation team. In addition to Adam, the Probation Department's Equity Action Team includes Jack Sims, La Tonya Moore, Luis Huizar, and Taneka Shehee.

As members of interdepartmental ARDI workgroups, we are actively engaged in supporting strategic planning for the initiative with a current focus on setting goals for transformational advances in life conditions for Black people and others across the County who have been and continue to be inequitably disadvantaged and disenfranchised; identifying processes for substantive engagement with community, business, academic, philanthropic, and government stakeholders; and creating experiences to cultivate consciously anti-racist cultures and climates throughout the County's government structure and the communities, organizations, businesses, cities, jurisdictions, and institutions in LA County.

We are involved in four ARDI workgroups with their own focus:

1.Planning and Data: To create data-driven roadmaps, frameworks, and tool kits for disaggregating, analyzing, and communicating data that drive policies to address the root causes of racial inequity in Los Angeles County and its communities. (LACPD lead: Luis Huizar)

2.Stakeholder Engagement: To develop, implement, disseminate, and showcase stakeholder and community engagement and tribal consultation processes, methodologies, and best practices to ensure the voices of those most affected by the systems being analyzed in the Racial Equity Strategic Plan are elevated and incorporated into decision making. (LACPD lead: Jack Sims)

3.Culture and Climate: To assess, plan, train, and develop an engaged workforce that is knowledgeable and prepared to create an anti-racist Los Angeles County. C&C will create responsive, culturally relevant trainings, tools, surveys, and an implementation plan that will work to identify and eliminate bias and ensure equity to support the countywide Anti-Racism, Diversity, & Inclusion (ARDI) Initiative. (LACPD leads: La Tonya Moore and Adam Bettino)

Narrative and Communications: To create and implement a strategic communications plan that shapes the County's narrative about the Anti-Racism, Diversity & Inclusion (ARDI) Racial Equity Strategic Plan and promotes the work of the ARDI Initiative. (LACPD lead: Taneka Shehee)

What is the term Anti-Racism?

Anti-Racism is the "active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."

Source: National Action Committee on the Status of Women International Perspectives: Women and Global Solidarity

What exactly is Racial Equity?

Racial equity refers to what a genuinely non-racist society would look like. In a racially equitable society, the distribution of society's benefits and burdens would not be skewed by race. In other words, racial equity would be a reality in which a person is no more or less likely to experience society's benefits or burdens just because of the color of their skin. This contrasts with the current state of affairs in which a person of color is more likely to live in poverty, be imprisoned, drop out of high school, be unemployed and experience poor health outcomes like diabetes, heart disease, depression and other potentially fatal diseases. Racial equity holds society to a higher standard. It demands that we pay attention not just to individual-level discrimination, but to overall social outcomes.

Source: [The Aspen Institute](#)

For more information: Chief Executive Office, Anti-Racism, Diversity, and Inclusion (ARDI) Initiative page go to:

<https://ceo.lacounty.gov/antiracism/>

Probation News

**We have a long road ahead of us
and we look forward to engaging
in this effort with all of you.**

- The ARDI Work Group