

July 11, 2023

**MOTION BY SUPERVISOR HOLLY J. MITCHELL**

**Further Advancing Antiracism, Diversity, Equity and Inclusion in Los Angeles County:  
Adopt the Countywide Racial Equity Strategic Plan and Creation of Board Policy**

On July 21, 2020, the Los Angeles County (County) Board of Supervisors (Board) declared racism a matter of public health and as a result, directed the Chief Executive Officer to create an eighth Board-directed priority to address the elimination of racism and bias in the County through the development of a strategic plan and underlying policy platform. The Anti-Racism, Diversity, and Inclusion (ARDI) Initiative was created as an organizational unit within the Chief Executive Office dedicated to implementing the plan.

Since the adoption of the Board motion in July 2020, the County has made significant progress in advancing the ARDI Initiative. The most significant actions taken by the Board to advance the ARDI initiative to date include:

- **Bruce’s Beach:** The landmark decision to return Bruce’s Beach to its rightful heirs after the beachfront property was wrongfully seized from the original owners, Willa and Charles Bruce, through an act of racism nearly a century ago.
- **COVID Equity Lens:** Through the American Rescue Plan Act, the County created the Equity Explorer Mapping Tool, COVID-19 Vulnerability and Recovery Index, and a funding formula to prioritize the areas of highest need for resource investment.
- **Equity in Infrastructure:** The Equity in Infrastructure Initiative will improve the planning, delivery, and distribution of infrastructure investments and services to produce more equitable outcomes for County residents.
- **Black People Experiencing Homelessness:** Operationalizes the prioritized recommendations from the Ad Hoc Committee on Black People Experiencing Homelessness with the Implementation Steering Committee.

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- **State of Black Los Angeles Report:** Provides an online interactive report comprised of several in-depth sections centered on the outcomes and lived experiences of Black people in the County across a host of metrics.

Additionally, many of our County departments have engaged in critical efforts to examine how their policies and programs can be improved by applying an equity lens and identifying barriers that prevent the County from effectively serving people living in communities of concentrated disadvantage. For example, the Department of Health Services, Department of Mental Health, and the Natural History Museum have developed their own equity, diversity, and inclusion plans, while other departments have begun identifying staffing structures/resources to help implement their departmental and Countywide equity efforts. Departments have taken important steps to incorporate equity in policymaking and program implementation. However, there is still more to do.

To achieve a County where all residents are healthy, experience justice, and thrive, more strategic and sustained County action must be taken to eliminate differences in life outcomes and reverse the disparate trends that are seen by race and ethnicity.

To that end and with the goal of institutionalizing equity, the Countywide Racial Equity Strategic Plan was developed through a series of internal and external workshops with participants from 29 County departments, as well as a Community Input Advisory Board comprised of cross-sector leaders with subject matter expertise in a variety of fields. ARDI also hosted a series of input sessions to gather feedback on the plan and its proposed strategies from community-based organizations, residents, civic leaders, and the County workforce. Based on the collective feedback, the strategic plan identifies 99 initiatives across five goals designed to substantially change lives and alter trajectories toward better life outcomes by reducing large racial gaps contributing to inequities.

Achieving these goals over the next 10 years will create conditions where our residents can have a good quality of life. Doing this work requires a commitment by the County, its leadership, and the entire workforce to implement the shared vision articulated in the plan, in

concert with public and private partners

**I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:**

1. Adopt the Countywide Racial Equity Strategic Plan and its five racial equity strategic goals and direct the Executive Director of the Anti-Racism, Diversity, and Inclusion (ARDI) initiative to implement the plan in collaboration with County departments.
2. Direct the Chief Executive Officer to report back during the 2024-25 Recommended Budget on the availability of additional funding for two positions in ARDI needed to implement the Countywide Racial Equity Strategic Plan.
3. Direct County Departments Heads to work with the Executive Director of ARDI to develop departmental equity action plans to align their existing efforts with the strategic goals and strategies in the Countywide Racial Equity Strategic Plan. The action plans should include outcomes and shared data points to assess and evaluate progress on the Countywide Racial Equity Strategic Plan.
4. Direct County Department Heads to provide a report, in a format to be provided by the Executive Director of ARDI, detailing what was accomplished, progress methodology and alignment with the Countywide Racial Equity Strategic Plan. The Executive Director of ARDI will compile and report annually on departmental progress, challenges and opportunities related to departmental compliance efforts needed to further advance the Countywide Racial Equity Strategic Plan.
5. Direct the Executive Director of ARDI to prepare and submit to the Board for review within 90 days, a new draft Board Policy setting forth the County's policy on Anti-Racism, Diversity, Equity and Inclusion, which will apply to all County departments and entities, and will also include language designating ARDI as the entity responsible for leadership and accountability under the policy and the Countywide Racial Equity Strategic Plan.

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