



County of Los Angeles  
**Anti-Racism,  
Diversity,  
& Inclusion**

CREATING AN LA COUNTY  
WHERE WE ALL THRIVE

# Civilian Oversight Commission Virtual Conference **Balancing Safety & Equity**

July 31, 2023



**Cesar Sanchez, MPA**  
Senior Analyst, CEO



# LA County's Commitment to Racial Equity



County of Los Angeles  
**Anti-Racism,  
Diversity,  
& Inclusion**  
—  
CREATING AN LA COUNTY  
WHERE WE ALL THRIVE



[ceo.lacounty.gov/ardi](https://ceo.lacounty.gov/ardi)



In July 2020, the Board of Supervisors passed a motion that created the Board's Eighth-Board directed priority known as the Anti-racism, Diversity, & Inclusion (ARDI) Initiative. The Board's motion boldly articulated an anti-racist agenda that will guide, govern, and increase the County's ongoing commitment to fighting racism in all its dimensions.

# Defining Equity and Comparing to Equality

**Equity:** Equity acknowledges that each person has different circumstances, backgrounds and starts from a different place. It refers to “the idea that differences matter and that systems must be balanced to distribute resources and opportunities needed to reach equal outcomes by treating everyone justly according to their circumstances.”

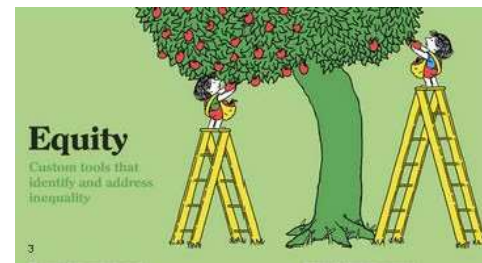
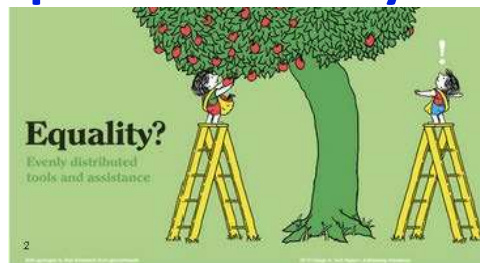
**Equality:** The idea that “each individual or group of people is treated the same, given the same resources or expected to take advantage of the same opportunities.”



# Equity and Equality

When it comes to understanding the difference between equality and equity, we start by acknowledging that institutions and their systems have been intentionally designed to either benefit or exclude certain populations for so long that the outcomes people experience may appear unintentional but are actually rooted in discriminatory practices and beliefs.

Often the definition of equity and equality sound alike however, they differ significantly and the use of one of the terms can lead to significantly different outcomes for people affected by decisions we make.



# LA County's Vision for Racial Equity & ARDI's Mission

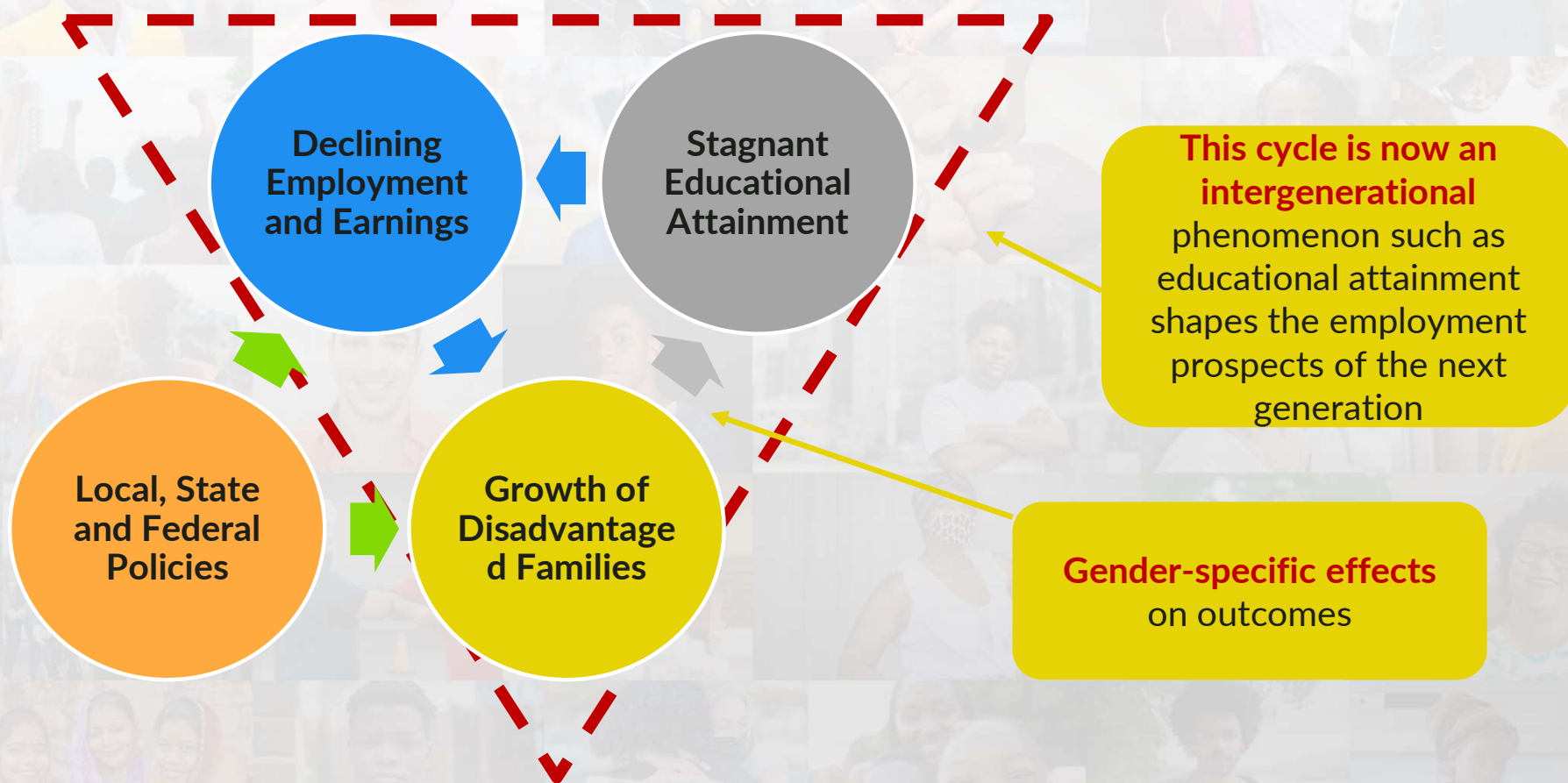


**Vision:** Los Angeles County is a place where all residents are healthy, experience justice and thrive.



**Mission:** To end structural racism and its consequences in Los Angeles County. To boldly articulate an anti-racist agenda that will guide, govern, and increase the County's ongoing commitment to fighting systemic and institutional racism in all its forms and dimensions by directing, building capacity for, and sustaining the development of equitable policy, workforce culture, data analysis, and resource distribution.

# Concentrated Intergenerational Disadvantage



# Structural Racism & Disparate Outcomes

## What is Structural Racism?

1

The 3 “structural”  
pillars of  
“Structural Racism”

- Institutional  
(Interlocking)
- Spatial
- Relational  
(social networks)

2

Social processes  
by which  
structural racism  
produces “durable”  
inequality

- Exclusion
  - Exploitation
  - Control
- (based on race and other  
ascribed characteristics  
like class at birth)

3

Leads to  
unfair disparities  
In Life Course  
Outcomes

First Order  
Consequences

Key life course outcomes  
including:

- education
- employment
- income
- housing
- health
- wealth
- crime
- incarceration
- death

4

Disparities in one  
generation  
produces disparities  
in the next

Second Order  
Consequences

Key life course outcomes  
including:

- education
- employment
- income
- housing
- health
- wealth
- crime
- incarceration
- death



# Racial Equity Strategic Plan

**Co-created:** Residents, Community Based Organizations, Civic Leaders, Philanthropic Organizations, Academic Partners, and Public/Private Agencies.

## Five Strategic Goals

- Increase Attainment of Postsecondary Credentials with Significant Labor Market Value
- Reduce Adult First-Time Felony Convictions
- Increase Stable Full-Time Employment Among Individual Adults
- Increase the Percentage of Families with Incomes Above 250% Federal Poverty Level
- Reduce Infant Mortality

Scan here to view our Racial Equity Strategic Plan



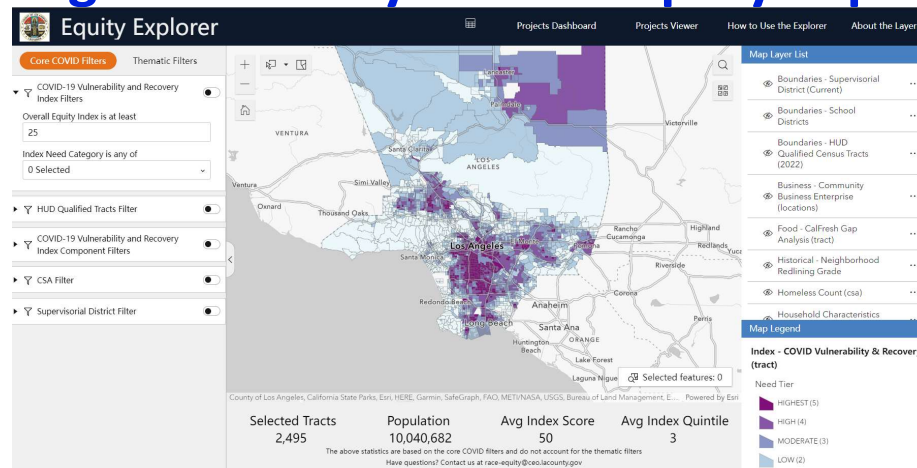


# Opportunities For Program Feedback

# Opportunities for Improvement: Deputies in School

## Community Engagement: Co-create solutions

- Accessible (language access, and removing barriers)
  - Timely, before decisions are made
  - Promote strategically
  - Share plan for open comment
- Understanding Community Needs: Equity Explorer





## Additional Questions?

**Contact:** Cesar Sanchez

**Email:** [CSanchez@ceo.lacounty.gov](mailto:CSanchez@ceo.lacounty.gov)

**ARDI Website:** <https://ceo.lacounty.gov/ardi/>