



Los Angeles County Racial Equity Strategic Plan

Executive Summary

February 8, 2023



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

CREATING AN LA COUNTY
WHERE WE ALL THRIVE



Introduction

On July 21, 2020, the Los Angeles County Board of Supervisors (Board) unanimously adopted a motion to establish an Anti-Racist County Policy Agenda recognizing, affirming, and declaring that “racism is a matter of public health in the County of Los Angeles (County) and that racism against Black people has reached crisis proportions that result in large disparities in family stability, health and mental wellness, education, employment, economic development, public safety, criminal justice, and housing.” The Board issued several related directives, including the development of a strategic plan and underlying policy platform, and the establishment of an organizational unit—since created and called the Anti-Racism, Diversity, & Inclusion (ARDI) Initiative—within the Chief Executive Office (CEO) dedicated to implementing the plan.

This strategic plan articulates how LA County became inequitable, the historical factors (e.g. spatial and racial disparities and inequities) that helped produce racial disparities, and a vision for a new reality in the County. To help achieve this vision, this plan outlines a set of ten-year strategic goals, nearly a hundred strategic initiatives, and an overview of activities that will move the County toward implementation.

Los Angeles County's Vision for Racial Equity

Los Angeles County will be a region where every resident can thrive, regardless of the color of their skin, through collaboration with County of Los Angeles government departments; County commissions, advisory bodies, and public agencies; the County's 88 incorporated cities, 80 school districts, and 120 unincorporated areas; state and federal agencies; and community-based organizations, philanthropy, and academic institutions. Using the Life Course Framework, the County will be able to support positive life trajectories and prevent negative life outcomes from the time a child is in the womb to the point of becoming an older adult.



ON AUGUST 28, 1963, MARTIN LUTHER KING, JR. DELIVERED THE
FAMOUS "I HAVE A DREAM" ADDRESS AT THE MARCH ON WASHINGTON
FOR JOBS AND FREEDOM.

(EXCERPT)

I have a dream
that one day this nation will rise up and live out the true meaning of its creed:
"We hold these truths to be self-evident, that all men are created equal."

I have a dream
that one day on the red hills of Georgia, the sons of former slaves
and the sons of former slave owners will be able to sit down
together at the table of brotherhood.

I have a dream
that one day even the State of Mississippi, which is sweltering
with the heat of injustice, sweltering with the heat of oppression, will be
transformed into an oasis of freedom and justice.

I have a dream
that my four little children will one day live in a nation where they will not be
judged by the color of their skin but by the content of their character.
I have a dream today.

I have a dream
that one day down in Alabama, with its vicious racists, with its governor
having his lips curled up with the words of "interposition" and "nullification,"
one day right there in Alabama little black boys and black girls will be able to
join hands with little white boys and white girls as friends and brothers.
I have a dream today.

I have a dream
that one day every valley shall be exalted, every hill and mountain
shall be made low, the rough places shall be made plain,
and the crooked places shall be made straight,
and the glory of the Lord shall be revealed,
and all flesh shall see His power.



LA County's Vision Statement:

“Los Angeles County is a place where all residents are healthy, experience justice, and thrive.”

This vision will be achieved by analyzing root causes, applying data, ensuring data-driven decision-making processes, aligning budgets to equity priorities, engaging communities with lived experience, and developing a policy agenda to close racial disparities and help achieve positive life outcomes for residents within its communities.

The Anti-Racism, Diversity, and Inclusion (ARDI) Initiative

In support of the Board’s directives and the County’s vision, the Anti-Racism, Diversity, and Inclusion (ARDI) Initiative’s mission is:

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.

ARDI provides central coordination and guidance to ensure the incorporation and integration of equity in Countywide and departmental racial equity efforts. ARDI partners with County departments to provide racial equity training, technical assistance, and other capacity building efforts. In addition, ARDI contributes to all Countywide efforts by creating racial equity tools, providing policy analysis with an equity lens, coordinating data-related equity efforts, and infusing equity into program development and resourcing efforts. ARDI will work to advance its mission through a justice-oriented approach that considers the ways in which procedural, distributional, and structural equity can be achieved.

The Countywide Guiding Equity Principles

Equity principles are generally values-based and incorporate and express ethical premises. They articulate how to do things right (effectively) and the right thing to do (express the values basis for action). They are also generally able to be evaluated, which means it is possible to document and judge whether the principle is being followed, and what results from following the principle. ARDI assembled feedback from internal stakeholder focus groups and discussions with County workgroup planning participants who helped define the County's "Guiding Equity Principles," which guided the strategic plan's development and will continue to inform ongoing efforts to promote equity and anti-racism in the County. Guiding principles serve as "guardrails" or "pointers" for how the County should develop strategies and prioritize new initiatives with a timeline and metrics.

These Board-approved principles will help County departments weigh considerations and ensure that program, policy, and funding decisions align with the Board's anti-racism policy agenda.

COUNTYWIDE GUIDING EQUITY PRINCIPLES

These principles were Board-approved to ensure that program, policy, and funding decisions align with the Board's anti-racism policy agenda.





The ARDI Strategic Planning Process

Informed by “A Life Course Framework for Improving the Lives of Disadvantaged Populations,” the planning process was oriented toward taking “the long view” and seeking to influence changes in population outcomes over the next several years.

Additionally, the Countywide Racial Equity Strategic Plan (RESP) was developed through a series of internal and external workshops with participants from 29 County departments, as well as a series of input sessions to gather feedback from community-based organizations, residents, civic leaders, and the County workforce. Stakeholder and community member involvement were prioritized and integrated throughout the entire planning process to inform the final plan’s development.

While ARDI’s stakeholder engagement activities focused on the strategic planning process and the final plan’s development, ARDI will continue to engage, seek consultation from, and partner with, internal and external stakeholders as the County embarks on implementing the plan and other equity related initiatives.



Recognizing the limits of the County's formal authority and the need for collaborative partnerships with other governments and private institutions, 99 strategic initiatives were identified to advance the County's five racial equity strategic goals. They are listed in full strategic plan in groups below the strategic goal they pertain to.

Los Angeles County's Racial Equity 10-Year Strategic Goals

Through a process of research, analysis, and deliberation, the County will pursue five identified strategic goals over the next decade. "Strategic Goals" are defined as changes in population-level outcomes that will be achieved through multiple strategic initiatives.



STRATEGIC GOAL NO. 1:

Increase the Attainment of Postsecondary Credentials with Significant Labor Market Value



STRATEGIC GOAL NO. 2:

Reduce Adult First-Time Felony Convictions



STRATEGIC GOAL NO. 3:

Increase Stable Full-Time Employment Among Individual Adults with Incomes at or Above 250% Federal Poverty Level (FPL)



STRATEGIC GOAL NO. 4:

Increase the Percentage of Families with Incomes Above 250% Federal Poverty Level (FPL) for a Family of Four



STRATEGIC GOAL NO. 5:

Reduce Infant Mortality

Creating an Enabling Environment

Drawing upon the Center for Community Investment's Strengthening the Enabling Environment framework, ARDI acknowledges that both internal and external efforts are needed to create the conditions necessary to achieve the 10-year goals. These efforts may include policies, practices, procedures, processes, platforms, relationships, funding mechanisms, and capacities, among others, and must occur alongside the strategic initiatives to advance our progress towards shared goals. Below is a list of some initiatives that will help create the enabling environment needed to reach County's five racial equity strategic goals. They include:

- Increase Organizational Capacity through Coordination and Collaboration
- Ensure Equity in County Contracting and Procurement
- Strengthen and Diversify Governance
- Offer Education and Training Throughout the Region
- Change Hearts and Minds
- Create a Regional Collaborative
- Host an Annual Summit
- Center Community Leadership and Strengthen Partnerships



Conclusion

ARDI will coordinate the implementation of the Racial Equity Strategic Plan through an Accountability Framework, in collaboration with department staff and leadership. The Accountability Framework is comprised of a suite of resources to implement changes through policy and practice shifts, measure progress through transparent data and evaluation, and expand County's impact through alignment with existing efforts and strategic partnerships across sectors. ARDI will advance this multi-pronged accountability framework and monitor activities through a governance structure that will track the Plan's progress and revisit its Strategic Goals and associated data every three years. This will allow ARDI to adjust the Plan as needed, recognizing that population needs will likely change and shift over time.

As the largest and most diverse county in America, Los Angeles County is poised to make racial equity a durable reality for its residents. Galvanized by the County Board of Supervisors to develop a comprehensive plan for realizing ambitious equity goals over the next decade, this document charts a course that has been reviewed and endorsed by thousands of residents, community organizations, and potential partners. Recognizing that racial inequity in our region is the product of decades of decisions by powerful public and private actors, the 99 strategies outlined in this plan seek to help bend the moral arc of history toward justice by collaborating with today's private and public county, state and federal stakeholders to create a future where every resident can and does thrive. More concretely, this document signifies a commitment and roadmap for change that over the next decade will aim to significantly reduce disparate outcomes in the areas of physical and mental health, housing and housing stability, meaningful employment opportunities, language access, public safety and justice, and language access by race and ethnicity and other intersecting identities, including, but not limited to, gender, sexual orientation, immigration status, and disability.

Acknowledgments

We are grateful for the bold vision and support of our Board of Supervisors who continue to carry forward the County's commitment to improving the quality of life for the people and communities in Los Angeles County:

Supervisor Holly J. Mitchell, Second District and Board Chair
Supervisor Hilda L. Solis, First District
Supervisors Sheila Kuehl, Third District
Supervisor Janice Hahn, Fourth District
Supervisor Kathryn Barger, Fifth District



We wish to thank LA County departments, organizations, and individuals who generously gave time, effort, and support during the preparation and development of the Countywide Racial Equity Strategic Plan. We also extend our appreciation to the more than 1,300 individuals who attended our Countywide Racial Equity Strategic Planning Listening Sessions.

For a full list of acknowledgments, citations, and to access the full Los Angeles County Racial Equity Strategic Plan please visit ceo.lacounty.gov/racial-equity-strategic-plan/ or scan the QR code above.



Anti Racism, Diversity, and Inclusion (ARDI) Initiative

ceo.lacounty.gov/ardi/racial-equity-strategic-plan | race-equity@ceo.lacounty.gov

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