



Matthew H. Hymel  
COUNTY ADMINISTRATOR

February 8, 2022

Daniel Eilerman  
ASSISTANT COUNTY  
ADMINISTRATOR

Honorable Board of Supervisors  
3501 Civic Center Drive  
San Rafael, CA 94903

Angela Nicholson  
ASSISTANT COUNTY  
ADMINISTRATOR

**SUBJECT:** Community-Led Race Equity Action Plan

Dear Supervisors:

Marin County Civic Center  
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**RECOMMENDATION:** Accept Race Equity Action Plan

**SUMMARY:**

The Race Equity Planning Committee, comprised of 20 community members of diverse socio-economic backgrounds, was formed in 2021 with the goal of collaboratively developing recommendations on necessary changes in light of urgent calls for social justice, inclusivity, and equity within Marin County.

The Committee was charged with revising the 2017 Racial Equity Action Plan and identifying community priorities to promote racial equity in Marin. This original Plan was primarily developed to support the County's internal equity work and did not include specific recommendations on advancing racial equity across Marin County communities.

Over the course of a year, the Race Equity Planning Committee met monthly to identify and explore racial equity assets, issues, and priorities for Marin communities. The Committee identified three strategic priorities—economic opportunity, housing, and mental health—as high-leverage areas to catalyze racial equity in Marin.

The culmination of the Committee's work is the 2022 Race Equity Action Plan, which weaves together data and the lived experiences of Marin County community members into a set of focused goals and actions to address racial disparities.

The Committee conducted an initial prioritization of the actions in the Plan for further focus. The initial prioritization included: 1) Establish a mental health access fund, 2) Create and implement a housing security loan program, 3) Establish an \$18.00 minimum wage ordinance (MWO), 4) Design and launch a mental health summit and an anti-stigma campaign that centers traditionally marginalized racial/ethnic and social groups, and 5) Expand existing and/or create new professional development programs,

specifically for youth and young adults ages 12-27. However, before we ask your board for further direction, more research is necessary to understand the full scope of the projects and their costs, and to finalize the priority actions. The REAP Implementation Team will lead this investigation before we return to your board for your action.

**IMPLEMENTATION OF RACE EQUITY ACTION PLAN (REAP):**

Implementation of the Race Equity Action Plan will take collective action, guided by the leadership of the Board of Supervisors, Office of Equity, county departments, cities and towns, local organizations, community members, and many more.

Upon acceptance of this Plan from the Board, the Marin County Office of Equity will develop a REAP Implementation Team, composed of community members, county department staff and local nonprofits, to collaboratively scope work plans and evaluate the feasibility of implementing select actions based on priority.

The Implementation Team will take the lead on defining the priority actions and further exploring the feasibility and scope of work to achieve those actions. The core responsibilities of the REAP Implementation Team are to:

1. Co-develop targeted work plans to accomplish priority actions;
2. Conduct research on partners currently engaged in similar efforts for each priority action and explore opportunities to collaborate;
3. Identify resource needs and additional funding sources to advance the work;
4. Collect and analyze data regarding the performance measures; and,
5. Provide status updates to the community and local partners.

**PROPOSED NEXT STEPS:**

The Office of Equity, a division of the County Administrator’s Office, will begin an inclusive outreach and recruitment process for the REAP Implementation Team in February/March. Selection of members will be made in April/May. The goal is to have the REAP Implementation Team begin meeting regularly in June /July and provide an update to the full Board by the end of 2022.

**EQUITY IMPACT:**

The Race Equity Action Plan sets forth a clear, practical roadmap with concrete actions to advance equity for marginalized racial, ethnic, and social groups in Marin. The Plan also serves as a blueprint to guide coordination efforts of government and community partners that are striving to align their work and advance equity for all. The key performance measures will help evaluate outcomes to ensure that actions focus on addressing long-standing disparities in the areas of housing, mental health and economic opportunity.

**FISCAL IMPACT:**

In 2020, your Board allocated \$1.7 million from the Sheriff-Coroner’s budget to augment funding for racial equity initiatives in the county. Based on direction from your Board, we will use the \$1.7 million set aside to fund priority actions in the Race Equity Action Plan. The REAP Implementation Team will explore the scoping and feasibility of implementing select priority actions in the Plan, as well as identify additional funding opportunities through grants and other sources. There is no immediate financial impact from acceptance of the Race Equity Action Plan. We will return to your Board for authorization as needed.

Please feel free to contact us should you have any questions or concerns.

Respectfully submitted,



Jamillah Jordan  
Equity Director

CC: Matthew Hymel  
County Administrator

Attachment: 2022 Race Equity Action Plan

<b>REVIEWED BY:</b>	<input checked="" type="checkbox"/>	County Administrator	<input type="checkbox"/>	N/A
	<input type="checkbox"/>	Department of Finance	<input checked="" type="checkbox"/>	N/A
	<input type="checkbox"/>	County Counsel	<input checked="" type="checkbox"/>	N/A
	<input type="checkbox"/>	Human Resources	<input checked="" type="checkbox"/>	N/A