



2023

Racial Equity Summit

Creating Alignment and Collaboration for Change

Program Guide

Purpose

To foster collaboration and alignment across County departments to build racial equity infrastructure and embed equity practices and principles into Sacramento County culture.

Goal

To increase awareness of racial equity-centered initiatives in Sacramento County, identify opportunities for alignment and learn how we can work together to build healthy, thriving communities.

DISCLAIMER

By attending the Sacramento County Racial Equity Summit, I acknowledge that photos will be taken at the event and consent to having my image, voice, name, or photograph used for publication in materials produced by Sacramento County and its contractors, including, but not limited to, newsletters, videos, annual reports, brochures, internet/intranet web page, television, and presentation displays by Sacramento County.

I acknowledge that my picture/image may be seen by members of the general public and that I will receive no compensation.

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Message from County Executive Ann Edwards

Welcome to Sacramento County's First Racial Equity Summit! I am thrilled to welcome you to Sacramento State for two days of learning and networking.

In 2020, the Board of Supervisors Declared Racism as a Public Health Crisis. Since then, a great deal of mobilization has occurred internally and externally amongst the Sacramento Community:

- In November 2020, Behavioral Health Services (BHS) launched an intentional effort to advance racial equity using a Targeted Universalism approach with facilitation support from California Institute for Behavioral Health Services (CIBHS). This approach focuses on rebuilding trust with community and is guided by a Behavioral Health Racial Equity Collaborative (BHREC) Steering Committee comprised of Community members and BHS Executive Leadership. BHS and provider agencies developed their Racial Equity Action Plans, implemented objectives, and reported on the outcomes starting with African American/Black/African Descent communities in 2020-2022 and continuing with Latino/Latinx/Hispanic communities in 2023-2025.
- In April 2022, the Sacramento County Public Health Division formed the Health and Racial Equity (HRE) Unit to expand and build health and racial equity programs, policies, and practices throughout SCPH to eliminate, mitigate, and prevent existing and future health disparities and inequities that Black, Indigenous, and People of Color (BIPOC) and underserved communities face in the County. Public Health is working with local consultants to implement extensive training to expand staff capacity around health and racial equity and engaging with community to develop the SCPH Health and Racial Equity Action Plan. This work builds upon the existing efforts of SCPH staff pre-dating the formation of the HRE Unit.
- On December 13, 2022 The Board of Supervisors adopted a resolution creating the Diversity, Equity, and Inclusion (DEI) Cabinet.
- In 2023, the County began a nationwide search for the Chief DEI Officer to oversee County DEI efforts.

During the summit, you will hear about County programs leading in this work, including the Planning and Environmental Review Department and the Environmental Justice Element launched in 2017, the Department of Child Family and Adult Services and the Cultural Broker Program launched in 2018, First 5 Sacramento and the Parent Leadership Training Institute (PTLI) launched in 2023.

These presentations will highlight County and Community Partners working together to advance racial equity and build thriving communities.

I invite you to come with curiosity and a willingness to learn and expand your understanding of the meaningful racial equity work occurring across our County and how you play an essential role in advancing racial equity in our community.

Sincerely,

Ann Edwards
County Executive

2023 RACIAL EQUITY SUMMIT
October 18th and October 19th

Agenda
WEDNESDAY OCTOBER 18TH, 2023

8:30 AM	Registration Check-in	Lobby
9:00 AM	Land and Labor Acknowledgement <i>Alexanderia Russell</i>	Ballrooms 2 & 3 1 st Floor
9:20 AM	Welcome <i>Michael Amenityro, Allison Keene, Jennifer Norman</i>	Ballrooms 2 & 3 1 st Floor
9:45 AM	Opening Remarks <i>Phil Serna</i>	Ballrooms 2 & 3 1 st Floor
10:00 AM	Opening Keynote <i>Dr. Rohan Radhakrishna</i>	Ballrooms 2 & 3 1 st Floor
10:50 AM	Presentation <i>Dr. Tamu Green</i>	Ballrooms 2 & 3 1 st Floor
11:45 AM	Lunch	Ballrooms 2 & 3 1 st Floor
1:00 PM	Session 1 - Block A Environmental Justice Element – Creating an Equitable Sacramento County <i>Todd Smith</i>	Ballrooms 2 & 3 1 st Floor
1:00 PM	Session 1 - Block B Behavioral Health Services Racial Equity Initiatives <i>Leslie Napper and Alondra Thompson</i>	Cottonwood Suite 2 nd Floor
1:50 PM	Break	
2:05 PM	Session 2 - Block A Cultural Broker Program – Navigating the Child Welfare System and the Critical Need for Culturally Responsive Advocacy <i>Tiffany Glass, LaDonna M. Lee, Kim Pearson</i>	Ballrooms 2 & 3 1 st Floor
2:05 PM	Session 2 - Block B Advancing Racial Equity Through Parent Partnerships <i>Alejandra Labrado, Crystal Harding-Jenkins, Jennifer Mohammad, Samantha Sutherland, Dr. LaWanda Wesley</i>	Cottonwood Suite 2 nd Floor
2:55 PM	Break	
3:15 PM	Panel Discussion and Q&A <i>Dr. Mia Settles-Tidwell, Nathan Blacksmith, Dr. Sylvester Fadal, Dr. Olivia Kasirye, and Dr. Walter Wilson</i>	Ballrooms 2 & 3 1 st Floor
4:50 PM	Closing Remarks <i>Michael Amenityro, Allison Keene, Alexanderia Russell</i>	
All Day	Recruitment Opportunities	Lobby Suite

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THURSDAY OCTOBER 19TH, 2023

10:00 AM	Welcome and Opening Remarks	Redwood Room
10:10 AM to 2:00 PM	Racial Equity Showcase	Redwood Room
10:00 AM to 2:00 PM	Recruitment Opportunities	Redwood Room & Lobby Room

Racial Equity Showcase & Recruitment Opportunity Participants

- African American Caucus
- Airport Department
- Behavioral Health Services – DHS
- Better Life Children Services
- Black Infant Health
- Department of Child, Family and Adult Services
- Department of Child Support Services
- Department of Human Assistance
- Department of Personnel Services
- Health Education & Racial Equity Unit, Sacramento County Public Health
- Latino Caucus
- LGBTQ Caucus
- Office of Emergency Services-Sacramento Medical Reserves Corps
- Planning and Environmental Review
- Public Health Institute / Sehat Initiative
- Probation Department, Sacramento County
- Public Defender's Office
- Regional Parks
- Sacramento County Employees' Retirement System
- Sacramento County Office of Education
- Sacramento Parent Leadership Training Institute (PLTI)
- Sacramento Valley Conservancy
- SETA Head Start
- Stop Stigma Sacramento Speakers Bureau
- Valley Hi Family Resource Center
- Voter Registration & Elections
- Water Resources Department

Session Descriptions

Environmental Justice Element – Creating an Equitable Sacramento County

Sacramento County's Environmental Justice Element has been developed to address public health risks and environmental justice concerns of those living in disadvantaged communities, which often stems from geographic and procedural inequities. In alignment with SB 1000, the County has committed to establishing, and implementing the Environmental Justice Element.

Sacramento County's Planning Director, Todd Smith, will offer an overview of Sacramento County's Environmental Justice Element, detailing the implementation measures that are being undertaken, and sharing valuable insights learned from the development and implementation of this important work. Join us in this session as we explore the path toward creating a more equitable Sacramento County.

Presented by Todd Smith

Location: Ballrooms 2 & 3 - 1st Floor

Behavioral Health Services Racial Equity Initiatives

Learn more about the targeted universalism approach that Behavioral Health Services is implementing to ensure that all residents thrive and have equitable access to optimal behavioral and emotional wellness, and that race no longer predicts one's success.

We envision a Sacramento County where:

- Communities of people who identify as African/Black/of African Descent have equitable opportunities for emotional health and wellness,
- Communities of people who identify as African American/Black/of African Descent communities are supported to prosper to their fullest potential,
- Sacramento County Division of Behavioral Health Services fully integrates a racial equity lens in organizational hiring and other practices,
- Sacramento County Division of Behavioral Health Services and the community work together to ensure equity through continued examination of the systems that shape service provision and, in the collection, and disaggregation of data to define goals and evaluate outcomes,
- Community-led strategies, as well as transparency and accountability in decision-making, are prioritized.

Presented by Leslie Napper and Alondra Thompson

Location: Cottonwood Suite - 2nd Floor

Session Descriptions

Sacramento County Department of Child, Family and Adult Services (DCFAS), Cultural Broker Program – Navigating the Child Welfare System and the Critical Need for Culturally Responsive Advocacy.

The Sacramento County Cultural Broker (SCCB) Program is specifically designed to address issues of African American disparities and disproportionality in the child welfare system by providing culturally responsive advocacy and liaison services for families referred to and/or involved with the child welfare system. This presentation will demonstrate how the SCCB model can:

- 1) Safely reduce entry rates.
- 2) Increase Kinship Placements
- 3) Reduce Length of Time in Care (Time to Reunification)

Additionally, the presentation will highlight that working alongside community, stronger safety nets are built, there is an increased ability with the engagement of fathers, enhanced linkages to culturally responsive services, and how the model amplifies and lifts up the need for equity in services for African American families – including in the prevention of foster care entries.

Presenters: Tiffany Glass, LaDonna M. Lee, Kim Pearson

Location: Ballrooms 2 & 3 - 1st Floor

Advancing Racial Equity Through Parent Partnerships

In February 2021, First 5 Sacramento passed a resolution on racial equity and social justice, which includes the goal of *“providing opportunities for community members of color to become a voice within our organization through education, training and fellowship opportunities; creating a pathway to leadership that promotes diversity and equality in decision making for children and families.”*

As a result, First 5 is embarking on a journey to create partnerships with parents and caretakers, grassroots groups, and BIPOC non-profit organizations through capacity building and funding opportunities.

One strategy that First 5 is building the capacity of parents to have their voice heard in program development and policy making is through the Parent Leadership Training Institute (PLTI), an initiative that focuses on community building, personal leadership skills, and civic knowledge.

Presented by Alejandra Labrado, Crystal Harding-Jenkins, Jennifer Mohammad, Samantha Sutherland, Dr. LaWanda Wesley

Location: Cottonwood Suite - 2nd Floor

Presenters and Speakers

Michael Ameneyro

Human Services Program Planner,
Department of Health Services (DHS)
Master of Ceremony (MC)

Allison Keene

Human Services Supervisor, Department of
Human Assistance (DHA), LGBTQ Caucus
Chair
Master of Ceremony (MC)

Alexanderia Russell

White Mountain Apache
Human Services Specialist
Department of Human Assistance (DHA)
Song and Land Acknowledgement

Dr. Rohan Radhakrishna

Deputy Director, Chief Equity Officer, and
Tribal Liaison for the California Department
of Public Health (CDPH)
Keynote Speaker

Phil Serna

Sacramento County Supervisor, First
District - *Speaker*

Ann Edwards

County Executive Officer at Sacramento
County – *Speaker Day 2*

Jennifer Norman, DM, MHROD, PROSCI® CCMP (She/Her/Hers)

Senior Personnel Analyst, Sacramento
County Department of Personnel Services
Speaker

Tiffany Glass

Program Planner, Department of Child,
Family and Adult Services Child Protective
Services (CPS) division
Presenter

Dr. Tamu Green

CEO, The Equity and Wellness Institute
Presenter

Crystal Harding-Jenkins

Parent Leader and PLTI Alumni
Presenter

Alejandra Labrado

Parent Liaison Manager, Program Planner,
First 5 Sacramento
Presenter

LaDonna M. Lee

Cultural Broker, Better Life Children
Services
Presenter

Jennifer Mohammad

Parent Leader/ PLTI Cohort 1 Alumni
Presenter

Leslie Napper

Senior Advocate for Disability Rights
California (DRC)
Presenter

Kim Pearson

Division Manager, Department of Child,
Adult and Family Services (DCFAS), Child
Protective Services (CPS)
Presenter

Todd Smith

Planning Director, County of Sacramento -
Planning & Environmental Review
Presenter

Samantha Sutherland

Parent Leader and PLTI Facilitator/Program
Manager
Presenter

Alondra L. Thompson, LCSW

Community and Outreach Health Program
Manager for Behavioral Health Services,
Sacramento County
Presenter

Nathan Blacksmith, MBA

Sisseton Wahpeton Oyate (Dakota) and
Lakota (Sicangu)
Chief Traditional Health Officer, Sacramento
Native American Health Center's
Panelist

Presenters and Speakers

Dr. Sylvester Fadal

Director of Personnel Services, Sacramento
County
Panelist

Dr. Mia Settles Tidwell

Vice President for Inclusive Excellence,
Sacramento State University
Panel Moderator

Dr. Olivia Kasirye

Public Health Officer, Sacramento County
Panelist

Dr. Walter Wilson

CEO at Silicon Valley Minority Business
Consortium
Panelist

Acronyms

- BHREC - Behavioral Health Racial Equity Committee
- BIPOC - Black, Indigenous, and People of Color
- CDPH - California Department of Public Health
- CPS – Child Protective Services
- DEI - Diversity, Equity, and Inclusion
- DCFAS - Department of Child, Family and Adult Services
- DHA - Department of Human Assistance
- DHS - Department of Health Services
- DPS - Department of Personnel Services
- EqWI – The Equity and Wellness Institute
- HRE – Health and Racial Equity
- PLTI – Parent Leadership Training Institute
- SCPH – Sacramento County Public Health

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Acknowledgments

We thank our County and community partners, programs, Sacramento State University, and all who helped support the Racial Equity Summit. A special thanks to the planning committee members and volunteers.

PLANNING COMMITTEE

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Special thanks to the recently retired Human Resources Manager, Sandra Paschal, who actively participated in planning this summit.

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“We will not go back to normal. Normal never was. Our pre-corona existence was not normal other than we normalized greed, inequity, exhaustion, depletion, extraction, disconnection, confusion, rage, hoarding, hate and lack. We should not long to return, my friends. We are being given the opportunity to stitch a new garment. One that fits all of humanity and nature.”

-Sonya Renee Taylor