



COUNTY OF VENTURA – LEARNING AND DEVELOPMENT CEO-HR

Diversity and Inclusion Task Force Meeting

<b>Date:</b>	December 6, 2019	<b>Time:</b>	12:00-1:00	<b>Location:</b>	HOA Room 231
<b>Facilitator:</b>	Shawn Atin		<b>Note taker:</b>	Betsy Swanson Hollinger	
<b>Attendees:</b>	Shawn Atin, Claudia Bautista, Erik Cho, Rosa Gonzalez, Melissa Livingston, Marcus Mitchell, Joe Moore, Jennifer Orozco, Barry Parker, Ramon Tejada, Rebecca Willhite Staff: Betsy Swanson Hollinger, Matt Escobedo				
<b>Not attended:</b>	Tabin Cosio, Matt Smith				
<b>Agenda Item</b>	<b>Discussion Summary and Agreements</b>				
<b>Welcome, Agenda Review and Introductions</b>	Shawn opened the meeting and thanked Patrick Maynard, from OES and Melissa Livingston for coming and presenting with short notice. They both are key county leaders that have been closely involved with the state audit that was done in 3 selected counties. The audit looked at emergency preparedness, response and recovery for our County’s most vulnerable populations.				
<b>Preparation and Notification Processes for our Residents Who Have Disability, Access, and Functional Needs for Disasters.</b>	<p>Patrick and Mel opened by saying what is stated in the audit report are best practices; it is 158 pages. The audit findings were very critical of our emergency preparation, response and recovery for the DAFN population. Best practices are good standards to know but also can have challenges in implementing them. Largely what was stated in the audit are guidelines and best practice recommendations that have no funding behind them, which can also make it challenging. We don’t have to respond to each recommendation but we need to do thorough analysis of which ones we do and do not respond too. Whatever we decide to do it needs to be sustainable.</p> <p>For instance, we have been asked to do a transportation needs assessment to identify how many DAFN need transportation support in an emergency, what are the metrics (like x amount of hours to go get them), identify, set up contracts and hire vendors to transport them to a safer place before and during the emergency.</p> <p>One recommendation that was mentioned at our last meeting was adding an additional seat(s) to our Emergency Planning Committee. The audit says that would be a cop-out as one seat cannot possible represent all the unique needs of the DAFN.</p>				



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### Preparation and Notification Processes for our Residents Who Have Disability, Access, and Functional Needs for Disasters.

Rosa shared that San Francisco has a disability department that looks at preparing the DAFN for disasters. She has reached out to them and is currently gathering information on what they do and how they do it.

The brainstorming on recommendations included the following:

Recommend the EPC does community needs assessments. These need to be done every 3 years or so as organizations in the community and communities change over time. They need to be done with experts who are developing and maintain relationships with CBOs and other organizations like faith based, etc. that the community members use as a trusted and safe sources.

Develop a registry, using data from AAA, HSA, medical and Medi-Cal data. Also using surveys forums, focus groups with community organizations, community member voices.

Have a subcommittee of the EPC to be a voice of the DAFN to feed into the EPC. This subcommittee will be able to contribute and impact the EPC in a much larger way than our Task Force can. This subcommittee or similar one can start inviting all the CBOs to attend and we can hear and learn from them. An example is meeting with the Mexican consulate, and being able to sit down and talk with them about their community needs. We need to have our CBOs and specific niche organizations help do the heavy lifting. People do need a plan and to be self-reliant in an emergency and we need them to take ownership.

Educate our workforce on who the DAFN are to have more awareness of these population groups who are vulnerable and can at times be invisible. This can be incorporated into the current Developing Cultural Competency and Inclusion class or even the mandatory discrimination prevention class. Many of the DAFN categories are protected categories.

Implement a pilot or countywide Disaster Service Worker training (FEMA has these available online).

The EPC currently consists of our County CEO, Public Health, Red Cross, Navy, HSA, City Fire and law enforcement reps, and County Fire and Sheriff reps.

In summary, the recommendations identified today are the following:

1. Enhance the current training module (Developing Cultural Competency and Inclusion) for employees to describe the DAFN populations groups and what are their needs
2. Recommend the appropriate county agencies, like HSA, EMS, OES, etc develop and administer a community needs assessment
3. Recommend the EPC create a subcommittee that feeds into the EPC with DAFN needs
4. Recommend the EPC create 2 seats on the EPC for DAFN people
5. Implement pilot DSW training



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<p><b>Preparation and Notification Processes for our Residents Who Have Disability, Access, and Functional Needs for Disasters. Con't.</b></p>	<p>Barry said of the 20 largest fires in California, Ventura County has had 3. Of the states most deadly fires, Ventura County has had none. This is a valid perspective that our DAFN are not dying in our fire disasters. Can we do better? Yes, but we already have some functional systems in place.</p> <p>Rosa said her worked with Steve Carroll to get masks to MICOP for the field workers.</p> <p>Dr. Tejada shared that Ventura County Fair Grounds can only hold so many people. When Latino service workers were displaced in Ojai they needed places to go. CSUCI was able to give them some space.</p> <p>Keep in mind, we need to address all levels across the community, not just the DAFN. In a disaster we need to keep Walmart open so DAFN people can go buy a cane, walker, etc. We need to keep grocery stores open so the community can eat and not just rely on a 3 day stock pile of food that can run out.</p> <p>Our county does very well in the notification process, even for those who opt out.</p> <p>We need to decide 1) the level of service we want to be responsible for as local government and 2) keep a perspective of preparedness for all, not just the DAFN. All needs may need to be entered into a clearing house and then prioritized.</p> <p>Joe Moore said Probation is ready to go, skilled at responding, and has staff to commit to responding.</p>
<p><b>Next Steps</b></p>	<p>We will use the December 19<sup>th</sup> meeting to continue the dialogue.</p>
<p>2020 Meeting Dates:</p>	<p>Thursday's in room 231</p> <p>Jan. 30 2:00-4:00  April 30 2:00-4:00  July 30 2:00-4:00  Oct. 22 2:00-4:00</p>