



COUNTY of VENTURA

PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP

MEETING AGENDA

Thursday, September 1, 2022

5:30 p.m. - 7:30 p.m.

Meeting will be Conducted Via Zoom and Telephonically

SPECIAL NOTICE: IN RESPONSE TO THE DECLARED STATE AND LOCAL EMERGENCIES DUE TO THE NOVEL CORONAVIRUS AND LIMITED PUBLIC ACCESS TO THE HALL OF ADMINISTRATION, CONSISTENT WITH GOVERNMENT CODE SECTION 54953, SUBDIVISION (e), THIS VENTURA COUNTY PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP (PSREAG) MEETING WILL BE CONDUCTED VIA ZOOM AND TELEPHONICALLY.

MEETING PARTICIPATION:

Topic: PSREAG Meeting

Join Zoom Meeting: <https://us02web.zoom.us/j/85188551246>

Dial by your location

+1 669 900 6833 US (San Jose)

Meeting ID: 851 8855 1246

Find your local number: <https://us02web.zoom.us/u/kcHEEW6fU>

PUBLIC COMMENTS BY EMAIL:

IF YOU WISH TO MAKE EITHER A GENERAL PUBLIC COMMENT OR COMMENT ON A SPECIFIC AGENDA ITEM BEING HEARD, YOU CAN SUBMIT YOUR COMMENT VIA EMAIL BY 9:00 AM THE DAY OF THE MEETING TO THE FOLLOWING ADDRESS: COUNTYDEI@VENTURA.ORG. PLEASE INCLUDE THE FOLLOWING INFORMATION IN YOUR EMAIL: (A) MEETING DATE, (B) AGENDA ITEM NUMBER, (C) SUBJECT OR TITLE OF THE ITEM, (D) YOUR FULL NAME. DURING PUBLIC COMMENT ON THE AGENDA ITEM SPECIFIED IN YOUR EMAIL, YOUR EMAIL WILL BE SUBMITTED FOR THE RECORD.



OPENING

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. APPROVAL OF THE SPECIAL MEETING MINUTES FROM AUGUST 11, 2022**
- 4. PUBLIC COMMENT OPPORTUNITY FOR ITEMS ON THE AGENDA AND/OR FOR OTHER ITEMS WITHIN PSREAG SUBJECT MATTER JURISDICTION (15 MIN.)**

REGULAR AGENDA

- 5. REQUEST APPROVAL OF RESOLUTION AUTHORIZING REMOTE TELECONFERENCE MEETINGS OF THE PSREAG FOR A 30-DAY PERIOD PURSUANT TO GOVERNMENT CODE SECTION 54953, SUBDIVISION (E), OF THE RALPH M. BROWN ACT (5 min)**
 - a. Member Discussion
 - b. Consider Approval / Action
- 6. RECEIVE PRESENTATION AND APPROVE FUTURE HYBRID MEETING LOCATION (5 MIN)**
 - a. Staff Presentation
 - b. Member Discussion
 - c. Public Comment
 - d. Consider Approval / Action
- 7. RECEIVE PRESENTATION FROM COUNTY DIVERSITY EQUITY AND INCLUSION STAFF (5 MIN)**
 - a. Update from Staff
 - b. Member Discussion



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8. NOMINATION AND ELECTION OF LEAD AND ADDITIONAL MEMBERS FOR OUTREACH AD HOC SUBCOMMITTEE (5 MIN)

- a. Member Discussion
- b. Public Comment
- c. Consider Approval / Action

9. RECEIVE UPDATE FROM POLICY & PRACTICE AD HOC SUBCOMMITTEE ON COMMUNICATION WITH VENTURA COUNTY SHERIFF (5 MIN)

- a. Update from Bob Bland
- b. Member Discussion

10. RECEIVE UPDATE FROM EDUCATION AD HOC SUBCOMMITTEE (5 MIN)

- a. Update from Rabiah Rahman
- b. Member Discussion

11. RECEIVE UPDATE FROM SURVEY AD HOC SUBCOMMITTEE (5 MIN)

- a. Update from Erik Nasarenko
- b. Member Discussion

12. RECEIVE UPDATE FROM LOCAL POLICING AND IMMIGRATION ENFORCEMENT AD HOC SUBCOMMITTEE (PREVIOUSLY REFERRED TO AS TRUTH ACT AD HOC) (5 MIN)

- a. Update from Bob Bland
- b. Member Discussion

13. MEMBER COMMENTS AND CALL FOR FUTURE AGENDA ITEMS (15 MIN.)

- a. Public Comments
- b. Council member comments, updates, and discussion
- c. Upcoming meetings of the PSREAG scheduled for the 1st Thursday of the Month – Next Meeting: October 6, 2022



14. ADJOURN

Materials related to an item on this Agenda submitted after distribution of the agenda packet are available for public inspection on the Ventura County PSREAG website <https://www.ventura.org/psreag/> subject to staff's ability to post the documents prior to the meeting.

Persons who require accommodation for any audio, visual or other disability in order to review an agenda, or to participate in a meeting of the Ventura County Public Safety Racial Equity Advisory Group per the American Disabilities Act (ADA), may obtain assistance by requesting such accommodation in writing addressed to the County Executive Office, 800 South Victoria Avenue, Ventura, CA 93009-1740 or telephonically by calling (805) 654-2876 or email to CountyDEI@ventura.org . Any such request for accommodation should be made at least 48 hours prior to the scheduled meeting for which assistance is requested.



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DRAFT MINUTES SPECIAL MEETING
PUBLIC SAFETY RACIAL EQUITY ADVISORY GROUP
Thursday, August 11, 2022
Meeting conducted via Zoom

1. CALL TO ORDER 5:33pm

2. ROLL CALL - Quorum was reached.

In attendance:

- Co-Chair - Rabiah Rahman (Black Lawyers of VC)
- Erik Nasarenko (VC District Attorney) (hard stop at 7:30pm)
- Mark Varela (VC Probation)
- Jason Benites (City of Oxnard Police) (hard stop at 7:30)
- Cynthia Gonzales (VC NAACP as Proxy for Ron Robinson) (hard stop at 7:30)
- Andrey Garcia Ponce De Leon (Santa Paula Latino Townhall)
- David Olivas (Latinx Bar Association)
- Cindy Liu (We Belong 805)
- Bob Bland (Conejo Valley Interfaith Association)
- Roland Catabona (Diversity Collective)
- Genevieve Flores-Haro (MICOP)

ABSENT

- Claudia Bautista (VC Public Defender)
- Bill Ayub (VC Sheriff's Office)
- Jessica Wan (Asian American Bar Association)

County Staff Support

- County Counsel Jeff Barnes
- DEI Office: Phin Xaypangna & Kate English

3. Consideration of minutes from July 7th 2022

- Motion to approve the minutes with 3 corrections by Cynthia Gonzales, approved with 3 abstentions: Erik Nasarenko, Cindy Liu, Andrey Garcia Ponce de Leon with the following three amendments:



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- July Minutes should reflect that the regular August meeting was cancelled and the group moved / approved a Special Meeting for August 11th
- July Minutes should reflect ad hoc name change Local Policing and Immigration Enforcement ad hoc (name change)
- Minutes should not reflect that the PSREAG wished to declare a moratorium but that the we were “calling upon the Sheriff to declare a moratorium”

4. PUBLIC COMMENTS FOR ITEMS ON THE AGENDA AND NOT ON THE AGENDA (10 MIN.)

- Point of Order from David Olivas: procedural question- Can chairs change the agenda format without consulting the PSREAG body? Per Chair Rabiah, agenda order was not ratified by the body and co-chair has discretion to set the agenda. County Counsel advised that co-chairs do have discretion to establish the format of the meeting. A member may request this topic to be agendized at a future meeting. Co-chair Rabiah also shared that the format change was in response to frustrations raised within our group about the speed with which the group is able to work.
- Point of Order from David Olivas: with all public comment at the top of the meeting, requests that agenda items be supplemented with clear information. County Counsel states that Brown Act requires 20 word discussions. County Counsel stated the format would not be changed for this meeting.

Co-chair called again for public comment and no public comments were made.

REGULAR AGENDA

5. RATIFY NEW ORGANIZATIONAL APPOINTED LEAD REPRESENTATIVES FROM DIVERSITY COLLECTIVE & LATINO TOWN HALL (5 MIN)

- David Olivas shared that by not putting the names of the members for ratification, that the public has no idea who these people are and no opportunity for input.
- Motion by Erik Nasarenko & seconded by Bob Bland to ratify Roland Catabona for Diversity Collective & Andrey Garcia Ponce de Leon for Latino Town Hall.
Unanimous approval

6. APPOINT A NEW LEAD FOR THE OUTREACH AD HOC SUBCOMMITTEE (5 MIN)

- Andrey Garcia Ponce de Leon made the comment that she would be open to join a committee once she has more information about the committees.
- Item was continued to September, DEI Staff, Kate English will convene the original members of the Outreach committee prior to the next PSREAG regular meeting in order to determine if someone is willing to volunteer as the new lead and open the ad hoc for new members at the next meeting. Bob moved and Cynthia Gonzales



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seconded for Kate to convene the outreach ad hoc prior to the next meeting.
Approved unanimously.

7. REQUEST APPROVAL OF RESOLUTION AUTHORIZING REMOTE TELECONFERENCE MEETINGS OF THE PSREAG FOR A 30-DAY PERIOD PURSUANT TO GOVERNMENT CODE SECTION 54953, SUBDIVISION (E), OF THE RALPH M. BROWN ACT (5 min)

- Bob Bland moved for additional 30-day authorization Andreya Garcia Ponce de Leon seconded. Unanimously approved.

8. CONSIDER THE NEXT MEETING LOCATION (5 MIN)

- Kate English presented a new hybrid option of the Large Training Room at 1911 Williams Drive in Oxnard. They have owl cameras.
- Staff recommends 60 days once a decision is made to be able to switch to hybrid.
- Staff is requested to bring an updated list of location options to the next meeting.

9. RECEIVE PRESENTATION FROM DIVERSITY EQUITY AND INCLUSION STAFF ON THE FISCAL YEAR 2021-2022 (10 MIN)

- Phin Xaypangna presented an overview of the DEI Office Annual Report.
- Members expressed appreciation for DEI County efforts.

10. RECEIVE PRESENTATION FROM POLICY & PRACTICE AD HOC SUBCOMMITTEE (10 MIN)

- Ad Hoc is still waiting for data from the VCSO and Bob Bland discussed briefly that they continue to request updates from the sheriff, so far they have not received the requested data from the sheriff
- Bob would also like to have a discussion with the DA about what racial equity looks like in the DA's office. Erik Nasarenko asked if he can reach out to Bob Bland to schedule a meeting, County Counsel confirmed that would be ok as long as no more than a quorum.
- David Olivas believes this item runs afoul of the Brown Act because the public did not know what Bob was going to say and that the public did not know this was going to be discussed.
- Rabiah suggested County staff support the ad hoc in connecting with the Sheriff on the data request. Phin Xaypangna stated she would help facilitate that.
- Cindy Liu suggested that all ad -hocs should be taking notes or minutes to report along with future agenda items.

11. RECEIVE PRESENTATION FROM TRUTH ACT AD HOC SUBCOMMITTEE REGARDING THE PROPOSED



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BOARD RESOLUTION ON CALIFORNIA UNJUST TRANSFERS AND HOLDS (TRUTH) ACT (GOV. CODE, § 7282 et seq.) MORATORIUM ON ALL NON-COMPULSORY COOPERATION WITH FEDERAL IMMIGRATION ENFORCEMENT (20 MIN)

- Bob Bland stated that at the last meeting a draft resolution was presented. Jeff Barnes County Counsel reviewed and gave edits. Ad Hoc is in agreement with those changes.
- Jeff Barnes reviewed for 1) formatting into standardized County resolution format and 2) the other point of review was for general legal issues. He did not provide edits related to his legal comments. The main legal issue with the resolution was that the BOS “committed” to having the VCSO and Probation not engage in non-compulsory cooperation with ICE and also “mandating” that County law enforcement under budgeting authority. The BOS can not do this, the Sheriff and the DA have constitutional and independent authority to make policy and practice decisions. It is exclusively within the purview of the Sheriff to engage in non-compulsory cooperation with ICE. County Counsel stated there would be no problem with a resolution that used different verbs as opposed to tell or command.
- Erik Nasarenko expressed gratitude for County Counsel’s edits. Asked that in light of the VCSO being a legally independent office, what would be the impact of this resolution. County Counsel, would not recommend to the BOS to approve this resolution in its current form. County Counsel, mentions that it is their role to advise the BOS but not necessarily to advise the PSREAG on how to proceed.
- DA, Erik Nasarenko, states that given the nature and scope of his role as the DA, he wants to abide by the law, not impermissibly encroaching on another department and its jurisdiction. Wants it known to the PSREAG body that this is a delicate situation, that implicates statutory powers, separation of powers, and the doctrine that certain bodies should not encroach upon the core function of other constitutional bodies and their scope and purpose of authority.
- David Olivas expressed concern that he had not seen the resolution with County Counsel Comments. Co-chair Rabiah & Kate explained that all members and alternates had access online and a Word version with the markup of the edits and suggested comments. David Olivas suggests the item be continued due to the importance of the issue around what authority that BOS has over the Sheriff.
- Bob Bland states he is not aware of anything in the resolution as presently written that exceeds the authority of the BOS. Bob Bland states the resolution is “calling upon” the Sheriff rather than ordering, directing or insisting that the Sheriff do something, since that is clearly beyond the authority of the BOS. The resolution as written was patterned after other Counties who have passed resolutions including Los Angeles County. If the ad hoc has written this in a way that exceeds that authority of the BOS, we need to look at it and change it.
- County Counsel states that, in particular the paragraph that is problematic is from page 2



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second paragraph under “Now therefore be it resolved” it says, “Under the rights granted by the 10th amendment of the US Constitution, the BOS of the County of Ventura commits that all County of Ventura Public Safety Agencies will refrain from non-compulsory assistance to or performance of the duties of the Department of Homeland Securities for the purpose of immigration enforcement and mandates that no County funds be sued for this purpose.” The problem with the paragraph is the verb “Commits” and the mandate tied to funding to set law enforcement practice.

- Bob Bland believed that “public safety agencies” referred to the agencies that were under direct control of the BOS rather than the elected public safety offices such as Probation. Jeff Barnes suspects the BOS does not have direct authority over Probation but was focused on the Sheriff related to this document. Mark Varela states there is a charter in Ventura County on how the Chief Probation Officer is selected. Mark states he is Board appointed in conjunction with the Superior County of Ventura County which is a State entity, and so he wears two different hats: Chief Probation Officer -with legal responsibilities to uphold the conditions of the Courts / and Director of Probation Agency as a County agent representing the County Board of Supervisors.
- Willie Lubka, expressed gratitude for the time, attention and efforts from County Counsel. In explaining why the resolution is problematic you indicated the two primary issues are with the two words “commits” and “mandates” – asks County Counsel if there are any other parts of the resolution that raise concerns that would cause you not to recommend the resolution?
- Jeff Barnes also mentions that there are some other problematic issues with language in the resolution where the BOS is speaking for County employees and VCSO employees. Typically the Board only speaks for the County in itself. That is another change that Jeff would recommend be made. Jeff did not suggest edits related to this issue.
- Willie Lubka believes the group did not want to project incorrect implications of the Boards role and the additional corrections would be supported. As far as the problematic words commits and mandates, if they were softened to words that meant recommend would that solve the problem?
- Jeff Barnes stated it would depend on the paragraph as a whole but there would be no problem with the Board making a recommendation to County law enforcement.
- Willie Lubka had another question, the group looked at motions passed by BOS in other Counties, there are several that are absolute policy, where it is compulsory upon those Sheriffs. The ad hoc is not proposing policy, this is meant to be a recommendation. But, when you say it is not legal, if those laws are state laws, how did these other Counties dictate policy for their Sheriffs.
- Jeff Barnes says he is unsure but he is happy to look at them, but it is possible that the other resolutions could be unlawful. Willie will share them with Jeff.



- David Olivas asks if County Counsel is saying the resolution is illegal, how can this body move forward with this? As an officer of the Court and as a member for today, David couldn't vote on a resolution that is illegal. States he thought it was the role of County Counsel to help PSREAG make a resolution that complies with the law. States there should have been a memo that said "I don't recommend this resolution, if you make these changes I will recommend it."
- County Counsel, Jeff Barnes states the discussion is taking place now. Taking a firmer stand, Jeff does not recommend that PSREAG do this but the act of PSREAG voting to carry this forward to the Board, that in and of itself would not violate the law. The resolution would not take affect unless and until the Board itself adopted it, which would create a conflict between the BOS and County law enforcement. Jeff is not advising PSREAG whether to move this to the board but states it would create legal issues and would be illegal if the Board adopted it.
- Bob Bland appreciated the comment but disagrees with them, and would like to have Jeff and the subcommittee talk about this and bring it back to the PSREAG next month. Would like to have further discussion about the legality or illegality of what is being proposed. Jeff is willing. Bob recommends the ad hoc to have offline discussion with Jeff about what is legal and what is not.
- Staff, Phin Xaypangna, requests to be included in the meeting, and offered to facilitate scheduling the initial meeting with Jeff and members of the ad hoc.
- Staff, Kate English, recommends that in the future, ad hocs requesting action on substantive issues have a two month plan to introduce an item one month and seek approval the following month.
- Co-Chair Rabiah Rahman requests public comments be held until agenda item #13. Item continued until September meeting.

12. MEMBER COMMENTS ON DIRECTION AND GOALS OF PSREAG (45 MIN.)

- Co-Chair Rabiah Rahman, added this to the agenda to open member discussion around our progress. There has been frustration about the pace of the work and the action plan. The Co-chairs have been trying to facilitate the work in how they run the meetings but want to give the PSREAG members the opportunity to weigh in, or express frustrations are about our direction. Do we want to pivot any of our goals?
- DA Erik Nasarenko, expressed gratitude for Co-chairs and affirm her role on behalf of the PSREAG, comments on their leadership and you are able to manage what is sometimes a difficult meeting. As members we should be equally courteous and civil.
- David Olivas stated that when a member raises and issue before the meeting, staff or legal counsel or the chair should get back to that member with how the issues are being



addressed which will save time during the meeting.

- Co-chair Rabiah offered an apology to David Olivas for not getting back to him yesterday due to scheduling conflicts.
- David Olivas mentioned they did take disrespect from it and that they were absolutely furious that no one acknowledged the important issues he had raised. Mentioned that a corrected agenda went out today because someone messed up and called this meeting a regular meeting when it was actually special meeting. Suggested the chair should have directed staff to respond.
- Bob Bland wanted to raise the issue of whether this group needs to consider making annual reports to the BOS. Suggests we consider this in the future.
- Cindy Liu wants to express appreciation efforts of staff and chairs and states that we need to be empathetic towards each other. As community members advocacy is a form of controlled anger, because we don't come to advocate and to be an activist to say "everything is going great for people of color in the disability community" but we can also recognize that those who lead public safety agencies have a different burden and responsibility that we don't all have exposure to and the things they see, read and tackle are hard on the heart. Because we are halfway through the three year term, and we need to revisit our action plan. We need short term, medium term and long term goals. If the work is primarily happening in the ad hocs, we need structure, guidance, ongoing follow up and additional transparency for the ad hocs. Would also like us to add education back into the meetings, and would like to be more aware of what each of the community based organizations do. We can't move forward together without trust and understanding with each other.
- Phin Xaypangna has been hearing frustration from a few of the group members about how you envisioned this group would work. Encourages those to voice their perspectives. This group works as a collective body not just one person or individual. Remind group of the agreements about how we want to work together and how we want to have conversations with one another. For example this group had decided previously that it wanted to make decisions by consensus. With any group, there are stages of forming, storming, norming. We have to occasionally have these conversations about the direction we are headed in and out focus. If you feel frustrated, you need to raise it here.
- David Olivas would like to point out that he has not heard any frustrations in the meetings or asking for this to be agendized. He appreciated that this is being asked.

13. MEMBER COMMENTS AND CALL FOR FUTURE AGENDA ITEMS (15 MIN.)

- Cynthia Salas: thanked everyone here for caring for the well being of the community; shared frustration that specific items PSREAG requested from VCSO have not been provided. Would like to see more leadership from the public safety members of PSREAG to propose solutions,



that the community organizations should not carry more of the burden. Purpose of this group is to work together and find solutions. Related to the resolution, there are many other things that could be put forward that meets the needs of our community. It is frustrating that the leading organizations are stating what does not work but are not offering alternative solutions. This group was intentionally not set up as an oversight group to encourage collaboration. Recommends that the committee should choose one or two high priority issues for the next year with measurable outcomes and report out on them at each meeting in order to really make an impact.

- Willie Lubka suggest a future topic for the group be the VCSO complaint process. How an individual community member can file a complaint, and how the sheriff responds, and what is deemed a valid complaint by the VCSO.
- Genevieve wanted to agree with Cynthia Salas, and also expressed frustrations about pushing agenda items a few months because certain members did not read their packet, we all as members and alternates have the duty of care to review out packets. We are all busy so being busy is not an excuse. We move at the speed of trust so when publicly folks do not come prepared, that breaks trust. When our constituents ask us what is happening in this group and we have to keep saying we are pushing it back because the document was not reviewed.
- Mark Varela offered to also share at a future meeting how VCPA handles complaints as well.
- David Olivas comments that if a member raises a Brown Act violation concern before the meeting, someone should get back to that member whether the Chair, County Counsel or staff.
- Cindy Liu would like to request a future agenda item be to clarify guardrails for ad hoc committees. It does feel like the burden of work in the ad hocs is mostly being handled by the community based organizations. Another concern is that the Brown Act has taken front and center and had a chilling effect on the group.
- Next regular meetings of the PSREAG scheduled for the 1st Thursday of the Month – Next Meeting: September 1, 2022

14. ADJOURN

- Rabiah adjourned the meeting at 7:32pm

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prior to the scheduled meeting for which assistance is requested.

DRAFT



COUNTY *of* VENTURA

County Executive Office
Office of Diversity, Equity & Inclusion

**DIVERSITY, EQUITY, & INCLUSION
FISCAL YEAR 2021-2022 REPORT**

**PSREAG MEETING
August 11, 2022**

CEO OFFICE OF DIVERSITY, EQUITY, & INCLUSION



Phin Xaypangna



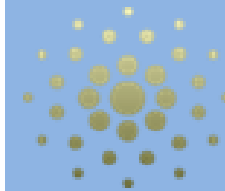
Kate English



Steven Auclair

The DEI Office serves to advance DEI goals across the County government through collaboration, policy change, inclusive engagement, and capacity building.

- Advance racial equity in all aspects of County operations
- Develop and oversee DEI Action Plans
- Provide guidance, education, and technical assistance to build DEI capacity and long-term sustainability
- Work to resolve issues rooted in bias and discrimination
- Build community partnerships and alliances to achieve equitable outcomes for all



LOCAL AND REGIONAL
GOVERNMENT ALLIANCE ON
RACE & EQUITY

In July 2021, Ventura County joined the Government Alliance on Race and Equity (GARE), a national network of governments working to achieve racial equity and advance opportunities for all.

FOUNDATIONS OF DEI LEARNING SERIES



MAKING THE CASE FOR DEI & LEADING WITH RACE

Jan 26th, 2 - 4 pm
Phin Xaypangna &
Kate English



LOCAL HISTORY: STRATEGIES OF SEGREGATION

March 30th, 2-4 pm
Dr. David G. García



UNDERSTANDING STRUCTURAL RACISM

May 25th, 2 - 4 pm
Dr. Michael Benitez Jr.

ARE WE ALL BIAS?

Feb 23rd, 2 - 4 pm
Sahar Andrade



CHICANO/A HISTORY IN VENTURA COUNTY PAST AND PRESENT

Apr 27th, 2 - 4 pm
Dr. Frank Barajas



AFFIRMING TRANS & NONBINARY PEOPLE

Jun 29th, 2 - 4 pm
Dr. Sandy Gómez &
Kate English



COUNTY of VENTURA

County Executive Office
Office of Diversity, Equity & Inclusion

**In Partnership
With**



VENTURA COUNTY
MANAGEMENT COUNCIL
Promoting Excellence in Ventura County

FOUNDATIONS OF DEI LEARNING SERIES RESULTS



622

UNDUPLICATED EMPLOYEES
PARTICIPATED IN
FOUNDATIONS OF DEI



1,573

TOTAL ATTENDANCE
ACROSS ALL SESSIONS



96%

ZOOM POLLS REPORTING
OVERALL SATISFACTION



2,815

DEI LEARNING SERIES
TRAINING HOURS



25/25

COUNTY AGENCIES
PARTICIPATING

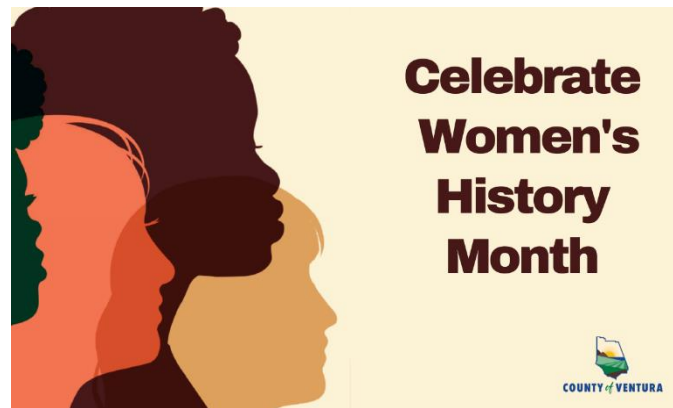
"This is so exciting that the
CEO's office is addressing
diversity/racial issues.
You have my full support."

~Participating Employee

"Thank you for the
opportunity to learn and
grow."

~ Participating Employee

DIVERSITY CALENDAR EVENTS



BLACK HISTORY MONTH PANEL



Moderator
MARCUS MITCHELL
Director
Department of Child
Support Services

AMBER LEE
Sr. Deputy District Attorney
District Attorney's Office



CAMERON HENDERSON
Captain
Ventura County Sheriff's Office

DERRICK WILSON
Staff Services Manager
Public Works Agency



JENNIE PITTMAN
Deputy Director
Human Services Agency

SABRINA ANDERSON
Sr. HR Business Partner
County Executive Office



CESAR CHAVEZ DAY *Virtual Celebration*

**THURSDAY MARCH 31,
2-3:30 PM**



Viewing Options **zoom** **f**

ORGANIZING: DEI LEADERSHIP



Diversity, Equity, and Inclusion Council

Formed in 2017, DEI Council (formerly the DEI Taskforce) is building momentum to advance equity with agency representatives at all levels of the organization.

Diversity, Equity, and Inclusion Leadership Accountability Team

Formed in 2021, the DEI LAT sets overall direction and oversight for DEI efforts in collaboration with the DEI Council and the Office of DEI.

Public Safety Racial Equity Advisory Group (PSREAG)

Formed in 2021, PSREAG fosters communication and identifies public concerns related to policing.

Healthcare Equity Advisory Council (HEAC)

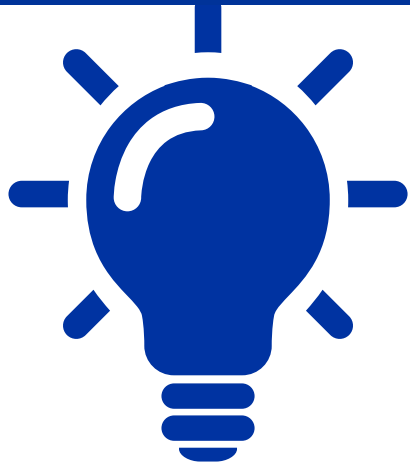
Formed in 2021, HEAC brings together representatives of county agencies and the community to enhance DEI within our healthcare services.

DEI COMMUNITY PARTNERSHIPS & CONNECTIONS

- Ventura County Office of Education - Equity Conference
- Youth, Equity, and Success (YES) Collaborative
- City of Thousand Oaks Community DEI Roundtable
- Joined the LGBT+ Aging Coalition
- Partnered with local, state, and federal jurisdictions and organizations
- Presented DEI work to community-based organizations
- California Lutheran University through the ASCENSO Hispanic Fellowship



MOVING FORWARD 2022-2023



Normalizing

- Increase support & buy-in at all levels
- Continue Learning Series
- Develop & Facilitate Race Dialogue 2.0



Organizing

- Strengthen relationships with low-income and communities of color
- Formalize communities of practices
- Form and sustain DEI Agency/Department committees



Operationalizing

- Racial Equity Assessment & Training for Leadership
- Develop Racial Equity Action Plan
- Incorporate DEI into County's Strategic Plan
- Racial Equity Data Dashboard and Mapping Tools

VISUALIZE: Developing, nurturing, and sustaining an equitable community and workforce where all individuals can thrive

QUESTIONS?





COUNTY of VENTURA

County Executive Office
Office of Diversity, Equity & Inclusion

THANK YOU!

www.ventura.org/county-executive-office/dei/



Current Options for PSREAG Meeting locations

DEI Staff Recommendation:

VCBH Large Training Room

1911 Williams Drive, Oxnard, CA

Owl cameras available for use

Cost is \$52/hour, approx \$150-\$200 per use

Hybrid Capable

Location of BHAB hybrid meetings (similar size advisory body)

Additional Options:

Ventura County Fire Protection District

Mod Room A & B

165 Durley Ave., Camarillo, CA

No cost

Hybrid could possibly work, but would be difficult to see/hear all 15 members for the public online

Better for in person only

Board of Supervisors Room

Hall of Administration

800 S Victoria Ave, Ventura, CA

Approx \$2400 per meeting

Hybrid capable, expensive option

Multi Purpose Room 231

Hall of Administration

800 S Victoria Ave, Ventura, CA

Over \$4,000 per meeting if set up for hybrid

Less cost for in person only meetings

Not a financially viable option

Ventura County Office of Education

5189 Verdugo Way, Camarillo, CA 93012

\$250 per use

No camera onsite

Not a viable hybrid option, ok for in person meetings