CEO

Chief Executive Office

COUNTY OF LOS ANGELES

Anti-Racism, Diversity and Inclusion (ARDI) Initiative

Care First Community Investment (CFCI) American Rescue Plan Act (ARPA) Alignment Briefing

CFCI Advisory Committee Meeting

11/18/2021

LAND ACKNOWLEDGEMENT

Presentation Overview

- Welcome & Land Acknowledgement
- Brief ARDI Overview
- ARPA Equity Tools & Principles
- CFCI & ARPA Alignment
- Q & A

BRIEF ARDI OVERVIEW

Los Angeles County Board of Supervisors Action on Racism

Declare that **racism is a matter of public health** in Los Angeles County

Establish an **eighth Board-directed priority** to address the elimination of racism and bias in the County, develop a strategic plan & establish an organizational unit within the CEO

Evaluate existing County **policies, practices, operations, and programs** through a lens of racial equity

Assess existing policies, processes, and practices that may prevent African Americans from advancing within County **departmental career ladders**

Advance the strategies and recommendations put forward by the **Ad Hoc Committee for Black People Experiencing Homelessness**

Commission an annual report on the **State of Black Los Angeles County**

Develop a **funding plan** in consultation with philanthropy and academia

Identify at least one **Management Appraisal and Performance Plan** (MAPP) goal each year that strengthens organizational capacity

Recommend and advocate for relevant **legislative policies** that improve outcomes and reduce racial disparities

On July 21, 2020, the Los Angeles County Board of Supervisors adopted a sweeping initiative that boldly articulates an anti-racist agenda that will guide, govern and increase the County's ongoing commitment to fighting racism in all its dimensions, especially racism that systemically and systematically affects Black residents

Functions of CEO-ARDI Unit

Under the Chief Executive Office (CEO), the Anti-Racism, Diversity, and Inclusion (ARDI) Unit is responsible for:

- **Building Upon Previous Efforts**
  - LA County Board Initiatives
  - County Workforce Training Efforts
  - Initial Framework Post-Motion
- **Reviewing National Effective Practices**
- **Aligning Racial Equity Related Motions**
- **Carrying Out Board-Directed Anti-Racism Agenda**

In Coordination With:

- 35+ LA County government departments
- County Commissions, advisory bodies, and public agencies
- 88 incorporated cities, 80 school districts, and 120 unincorporated areas within Los Angeles County
- State and federal agencies, and any other jurisdictions
- Community-based organizations, philanthropy and academic institutions

TRAINING AND CAPACITY BUILDING

TECHNICAL ASSISTANCE AND PLANNING

POLICY ANALYSIS AND DEVELOPMENT

DATA COLLECTION, ANALYSIS AND REPORTING

COMMUNITY AND STAKEHOLDER ENGAGEMENT

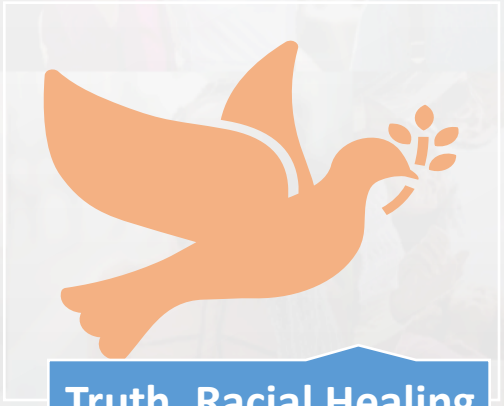
EQUITY INFUSED PROGRAMMING & RESOURCING

Board Directed ARDI Areas of Focus

Policy

Workforce Culture & Climate

Equitable Resource Investment



Truth, Racial Healing & Transformation

Child & Family Welfare

Justice

RECOVERING BETTER THAN BEFORE: ENSURING EQUITABLE IMPLEMENTATION OF THE AMERICAN RESCUE PLAN

Coronavirus State and Local Fiscal Recovery Funds Key Objectives

The ARP Act of 2021 created the Coronavirus State and Local Fiscal Recovery Funds (SLFRF) program to deliver much needed aid. The key objectives for SLFRF are to:

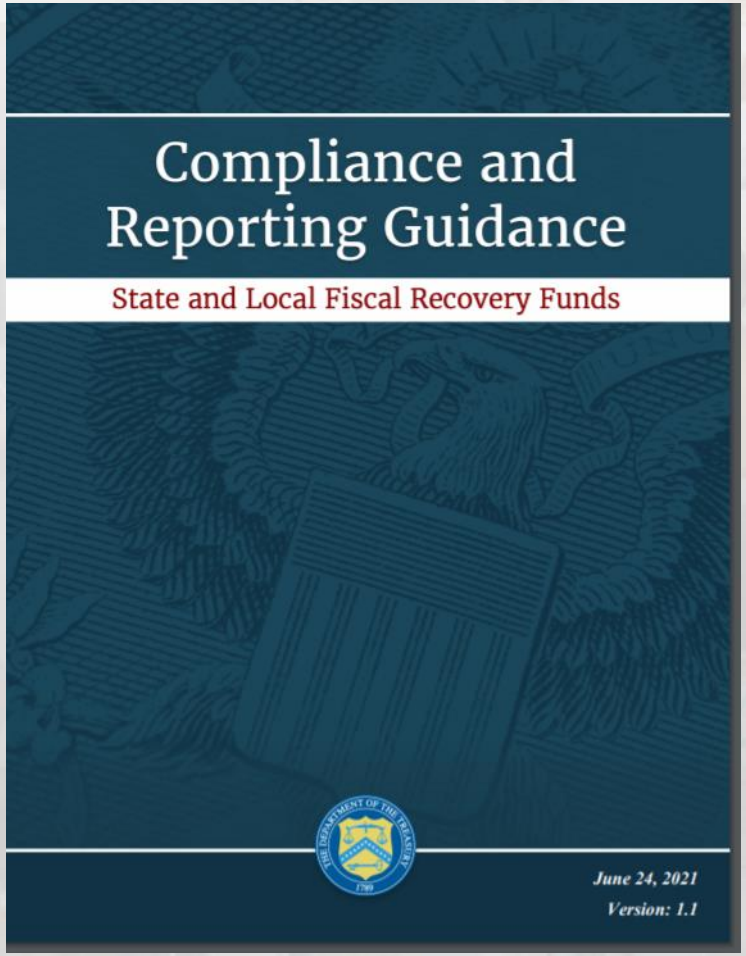
- Support urgent COVID-19 response efforts to decrease spread of virus and bring pandemic under control
- Replace lost revenue for eligible recipients to strengthen support for vital public services and help retain jobs
- Support an equitable recovery through immediate economic stabilization for households and businesses
- Address systemic public health and economic challenges that have contributed to the inequal impact of the pandemic

Source: US Treasury ARP Webinar

American Rescue Plan Act Federal Guidance

The Compliance and Reporting Guidance addressed priority areas to ensure a speedy and equitable recovery in your programming to ensure that they are:

- Equity Focused
- Community Empowering
- Worker-Centered
- Results and Evidence Focused



Source: US Treasury ARP Webinar

Recovering Better Than Before: Ensuring Equitable Implementation of the American Rescue Plan

On July 13, 2021, the Board of Supervisors (Board) adopted a motion to **strategically use ARPA funds to the maximum benefit of the communities suffering disproportionate health and economic impacts** from the COVID-19 pandemic.

The motion highlights the opportunity to transform the lives of millions of County residents by centering equity, reducing harm, and providing proportional resources to address the needs of our residents and communities.

The Board asked for a Report that includes:

1. Equity principles
2. A proposed formula that all departments must apply to ARPA funding requests
3. A public-facing website with a dashboard that reports on the County's ARPA expenditures and outcomes by program and department
4. A public-facing dashboard identifying ARPA contracting opportunities
5. An implementation plan to accurately capture data for non-geographically concentrated communities disproportionally impacted by COVID-19

CFCI & ARPA ALIGNMENT

Los Angeles County Board of Supervisors Motion

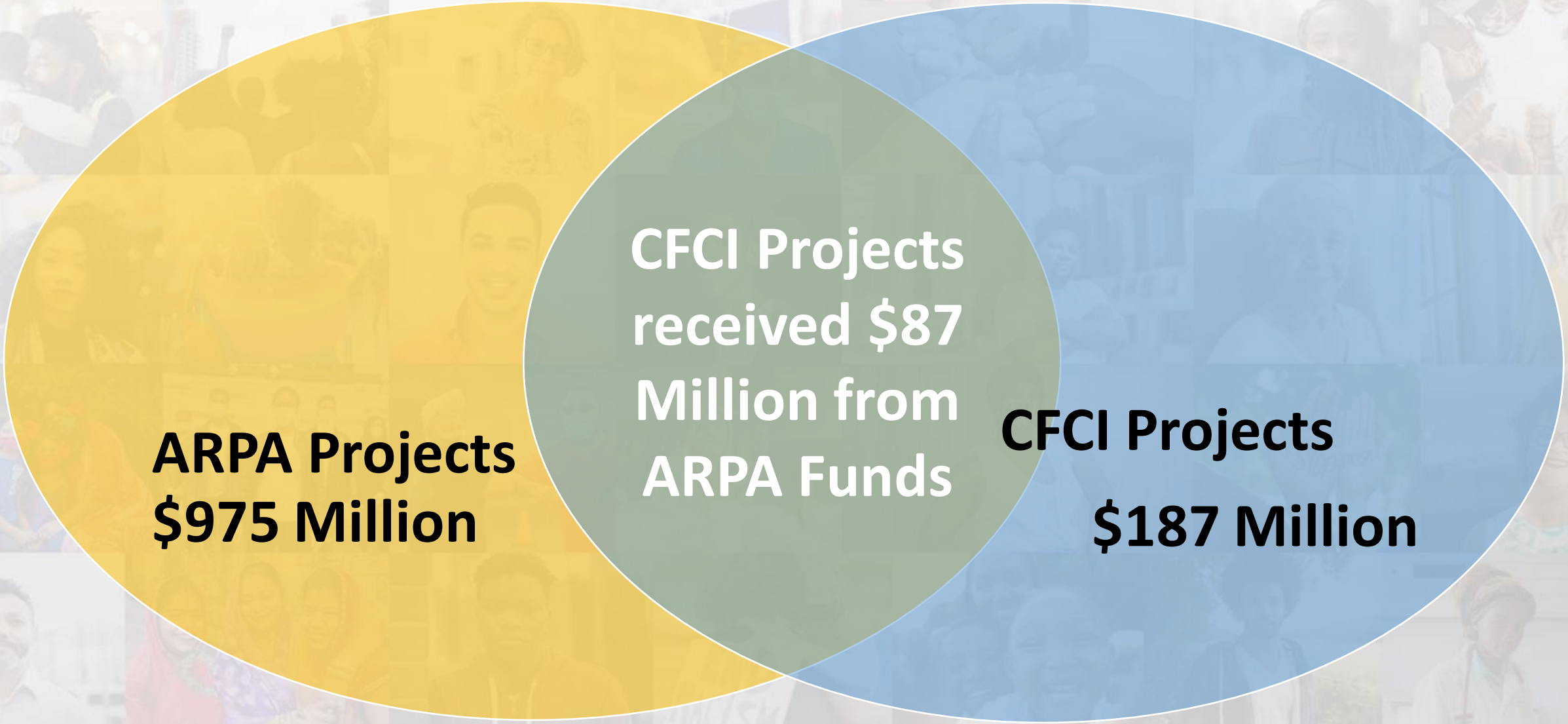
Transforming the Measure J Reimagine Advisory Committee into the Care First and Community Investment Advisory Committee

"The CFCI Advisory Committee should lean on the knowledge and expertise of its members, with a prioritized focus on utilizing ARDI's equity frameworks and tools."

August 10, 2021

Alignment Between ARPA & CFCI

ARPA funded projects will use equity principles, formula and tools for reporting



ARDI Equity Tools Background & Overview

Department of Treasury: Compliance and Reporting Guidance

+

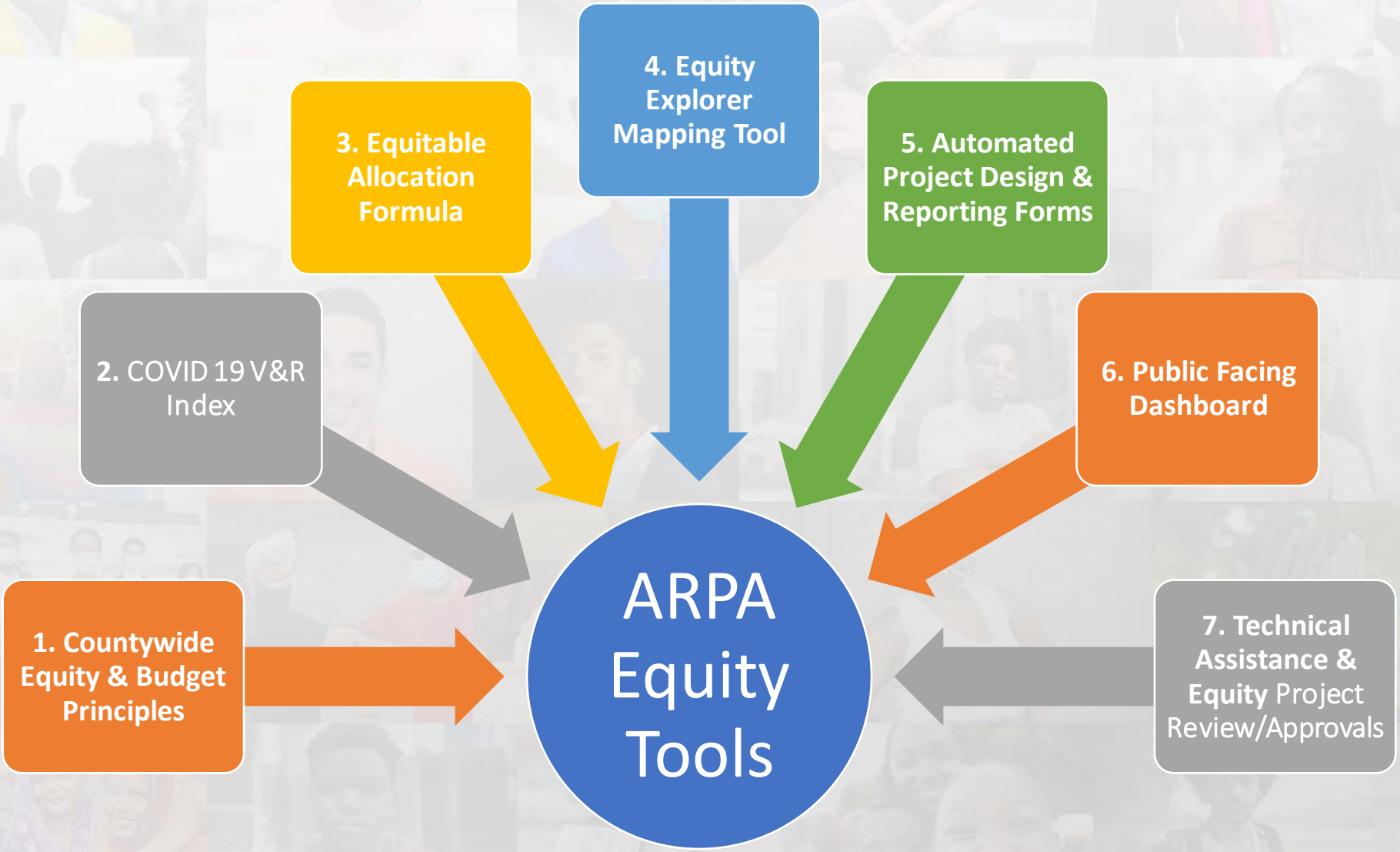
LA County Board of Supervisors: Recovering Better Than Before: Ensuring Equitable Implementation of the American Rescue Plan

ARDI Equity Tools

ARDI tools incorporate both a process and set of templates that departments will utilize to screen their funding proposals to align ARPA allocations with communities of greatest need.

The tools include a set of screening questions, the incorporation and utilization of metrics, identification of geographic need, and alignment of budget resources with communities most impacted by COVID-19.

EQUITY TOOLS FOR ARPA & CFCI



Countywide Equity Principles

- Reduce racial disparities in life outcomes as well as disparities in public investment to shape those outcomes
- Develop and implement strategies that identify, prioritize and effectively support the most disadvantaged geographies and populations
- Authentically engage residents, organizations, and other community stakeholders to inform and determine interventions (e.g., policy and program) and investments
- Seek to improve long-term outcomes both intergenerationally and multi-generationally
- Use data to effectively assess and communicate equity needs and support timely assessment of progress
- Disaggregate data and analysis within racial/ethnic and other demographic subgroup categories
- Work collaboratively and intentionally across departments as well as across leadership levels and decision-makers
- Act urgently and boldly to achieve tangible results
- Align policies, processes, practices to effectively address equity challenges throughout the County's workforce (personnel, contractors and vendors)
- Intervene early and emphasize long-term prevention

Additional ARPA-Related Equity Principles

Dedicate ARPA funds and resources to programs and services that reduce and close race and gender equity gaps and address root causes and drivers of inequity.

Lead with transparency and accountability during critical stages of program implementation by reporting out program process and seeking community input and engagement in delivering services.

Ensure immigrants of all statuses and system-impacted communities, including those with criminal histories, are eligible for any new or existing programs funded by ARPA dollars.

Ensure new and existing programs and services are accessible to disadvantaged communities without the fear of intimidation or judgment.

Services must be culturally and linguistically accessible, near transit, available in-person/over the phone, during days and hours when working individuals can access services and delivered by trusted messengers.

When possible, offer opportunities and the technical assistance needed to support CBOs in accessing County of Los Angeles funds. Leverage existing contracting reform strategies and third-party administrator programs.

Prior to the allocation of additional ARPA funding, assess the impact of the initial round of allocated ARPA funding and programs.

Support and uplift the health and wellness needs of communities who have experienced historic disinvestment, over-policing, and been impacted most by the pandemic. Funds should not be used to advance suppression-based efforts via incarceration and policing.

Equity Principles: CFCI + ARPA Alignment

Countywide Equity Principles apply to all projects (ARPA & CFCI)

ARPA Budget Equity Principles align with CFCI values
(e.g., no funds for incarceration or over policing & use of ATI TPAs for ARPA projects)

CFCI projects required to use ARDI tools and Countywide equity principles

Equity Tool Indices

Risk

- Percent essential workers
- Percent population under 200% of federal poverty level
- Percent residing in overcrowded housing units
- Noncitizen population

Severity

- Percent population under 200% of federal poverty level
- Percent population age 75+ in poverty
- Percent uninsured population
- Heart attack hospitalization rate
- Diabetes hospitalization rate
- Asthma rates

Recovery Need

- Percent essential workers
- Percent population under 200% of federal poverty level
- Unemployment rate
- Percent uninsured population
- Gun injury rate
- Single-parent households

Non-Geographically Concentrated Population Indicators

- Homeless Status
- Community Business Enterprise Status
- Limited EnglishSpeaking Households
- Health Insurance Status
- Internet and Computer Access Status
- Without Vehicle Status
- Foreign Born Population
- Area Agency on Aging Services
- Child Welfare Services
- Substance Abuse Treatment Program Location
- GAIN/GROW enrollment
- *Tobacco Use (Will Identify a Validated Indicator)*
- *Obesity (Will Identify a Validated Indicator)*
- *Sickle Cell (Will Identify a Validated Indicator)*
- *Disability (Will Identify a Validated Indicator)*
- *Suicide Rates (Will Identify a Validated Indicator)*

Non-Geographically Concentrated Community Outreach Strategies

- Partner with CBOs to identify and reach hard to count populations
- Partner with internal County entities focused on target populations
- Engage in Participatory Mapping efforts
- Add qualitative data points to supplement quantitative indicators

Department Identified Indicators and Additional Indices

- Industries/Sectors Impacted
- Incarceration Impact
- Business Size
- Percent population age 60+ (disaggregated by income)
- CDC Social Vulnerability Index
- Healthy Places Index
- Concentrated Disadvantaged Tracts
- Tenant Vulnerability
- Median Household Income

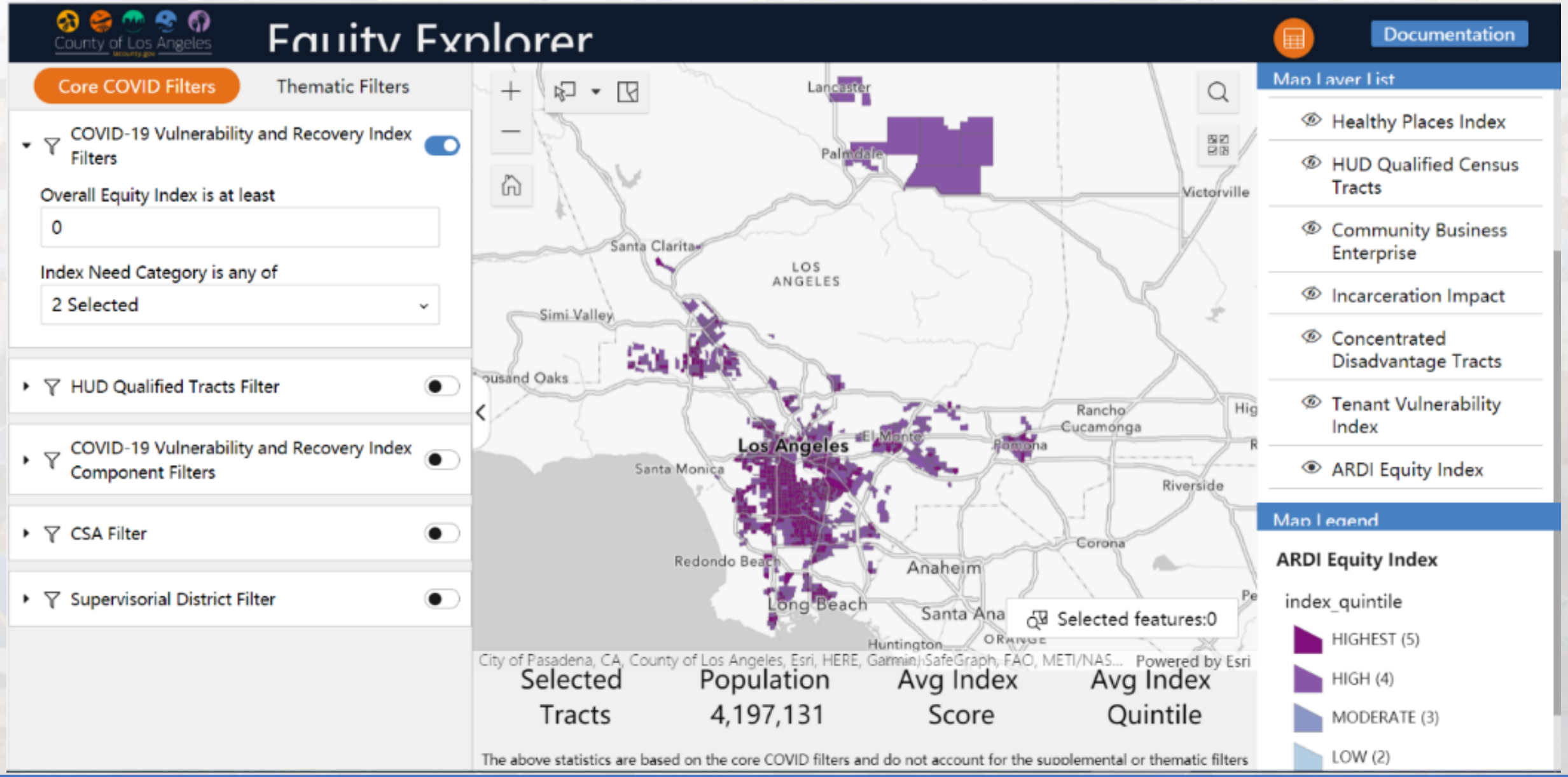
TOOL #2: COVID-19 VULNERABILITY AND RECOVERY INDEX

EQUITY INDEX: OPPORTUNITY FOR CFCI & ARPA ALIGNMENT

Non-Geographically Concentrated Populations

- Adopt recommended practices to improve County standards for data collection and reporting for hard-to-count communities
- Implement alternative methods for data mapping like community-based participatory mapping
- Using provider and community experiences as qualitative data points to supplement quantitative indicators
- Leverage CBOs and internal County programs that predominately serve hard-to-count populations and to identify and reach them in the communities in which they live
- Build in robust and targeted outreach and engagement services in funded programs and aligning these efforts in departmental community engagement plans

Equity Explorer



TOOL #3: EQUITY EXPLORER MAPPING TOOL

ARPA Project Dashboard

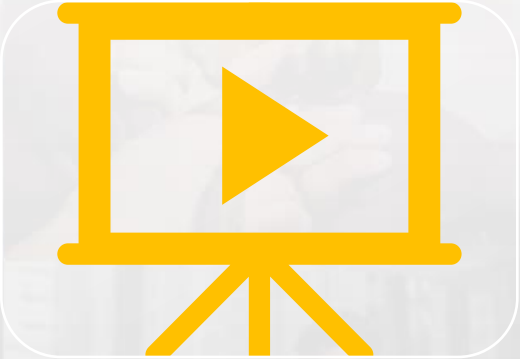
Per the motion, the dashboard will be updated regularly to reflect:

Department Allocations	Projected Outcomes	Program Metrics				Equity Metrics
Funded programs (purpose)	# of residents to be served and actually served	# of residents, families, businesses served	Jobs created	Grants provided	Other metrics	% of funding invested in high/higher need areas

ARDI Support & Resources

Trainings

Webinars

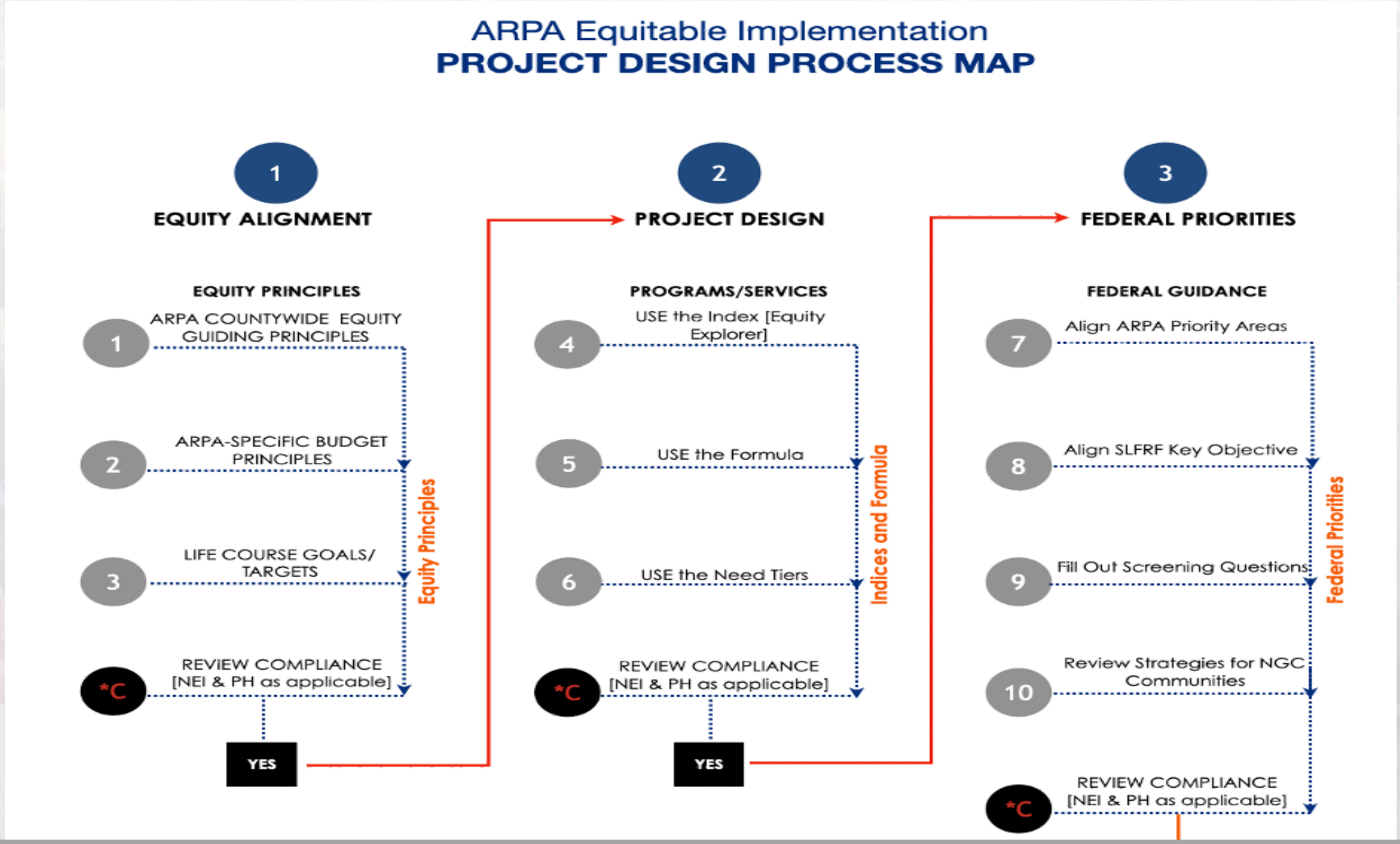


Recorded Videos

Technical Assistance

+ ARDI Concierge Services

SCREENING & REVIEWING FOR EQUITY



TOOL #5: TECHNICAL ASSISTANCE & EQUITY REVIEW

Benefits of ARPA & CFCI Alignment on Equity Tools

1. Demonstrating "proof of concept" for other County programs on how to operationalize equity in funding
2. Maximize impact by aligning efforts and leveraging resources
3. Streamlining processes for departments and CBOs
4. Ensure greater public engagement, transparency, and accountability
5. Share learnings to refine equity tools for broader application

QUESTIONS & ANSWERS