



COUNTY OF MONTEREY

BUDGET EQUITY TOOL

Fiscal Year 2024 - 2025

Contact the Civil Rights Office with any questions:

civilrights@co.monterey.ca.us



The Budget Equity Tool

Monterey County's Budget Equity Tool was inspired by local government entities nationwide. A Budget Equity Tool includes a set of questions to help departments examine to what extent budgetary decisions align with advancing the county's commitments to equity.

The Civil Rights Office is available to answer any questions or provide support while a department works through answering the questions.

Equity in Monterey County

In 2017, the Board of Supervisors adopted a Racial Equity Statement that reads:

For many, Monterey County is a great place to live, work, play and learn, yet many experience deep and persistent inequities, especially by place and race, that threaten prosperity. Current times call for strengthening of our efforts to understand, respect and celebrate the diverse experiences and realities of all those we work with and serve. We now renew our efforts to ensure those who are disproportionately impacted by racial inequities, whether by our own actions or inactions, are guaranteed equitable solutions. This will include both revision and creation of programs and policies that are data-driven, community-informed, transparent, accountable, and sustainable. In this way, we will ensure that the people who live in Monterey County, will have opportunity for advancement and contribution regardless of where they live, how much money they make, or the color of their skin, and can lead healthy, fulfilling, and productive lives.

The Budget Equity Tool will be a piece of the Monterey County Racial Equity Plan that lays out internal and external strategies.



Monterey County employees understand, are committed to, and have tools to advance racial equity.

- Build capacity
- Train the workforce
- Assess for impact
- Identify improvement areas



Monterey County departments use racial equity tools to make program, policy, and budget decisions.

- Use the tools
- Collect data
- Inform decisions
- Track progress



Community members and organizations have meaningful engagement with Monterey County.

- PARTNER WITH ORGANIZATIONS TO ADVANCE RACIAL EQUITY
- COORDINATE EFFORTS
- TRACK PROGRESS

TIER 1: INTERNAL

Tip: When filling this out, it may be helpful to refer to your department or team's Equal Opportunity Plan and Title VI resources.

1. What persistent funding gaps or limitations in your overall budget could inhibit your department's ability to advance racial and economic equity?
 - This can include funding limitations outside the department's control, time constraints, or recognition that current funding is inadequate to address the extent and impact of racial and economic disparities.

Budget cuts or restrictions on spending funds will generally impact our programs, resources that support those programs, and our ability to support efforts to advance racial and economic equity as they pertain to the programs and services we provide to our communities. Time constraints and limitations on overtime allowances can also impact our department's racial and economic equity efforts.

2. Describe what strategies your department recommends to reduce the impact of barriers to or changes in services for low-income and communities of color.
 - Examples could include services to improve or ensure access, such as transportation or translation and interpretation services.

We encourage our bilingual staff to obtain bilingual certification. We would continue to explore opportunities and provide staff appropriate resources to engage under resourced communities effectively and clearly, as to regulations and guidelines applicable to our department. We provide bilingual resources including informational cards, pamphlets, and posters that cover our programs and services such as ag pass, the farmworker information card, and educational resources related to programs. These materials are distributed to farmworkers, community members, and stakeholders. Additionally, we offer a farmworker hotline with bilingual staff available to respond 24/7.

3. What specific programs, policies, practices, and structures within your overall budget and improvement requests can address historical and recent racial and economic inequity?
 - Think about some of the inequities in Monterey County that your department might see in the form of a barrier or gap in services. This can include new or expanding programs targeting an underserved or under-resourced demographic or a new office protocol or policy focusing on inclusivity.

Maintaining and funding offices, programs, and staff at our satellite offices, in order to reach underserved communities is very important. We are set to occupy a new location in King City in which will allow expansion of services and continued representation in South County. We ensure

Revised August 2023

that each of our programs has a bilingual, Spanish speaker, so that our community feel represented, information about our services is more accessible, and to create a welcoming environment.

TIER 2: INTERNAL AND EXTERNAL

4. In what targeted ways will your department use the budgeting process to advance equity?
 - This can include adjustments in staffing, providing diversity, equity, and inclusion training opportunities for staff, or a commitment to delivering programs, services, research, or other actions with a focus on reducing disparities experienced in your department and the services provided to the public.

We would allocate funding toward informational material about our programs in Spanish. Funding would also provide an opportunity to explore creating targeted informational material about some of our key programs in languages other than Spanish to community members. Funding would support collaborations with community groups that can assist with translation in other languages.

5. How will your department use targeted data to help inform recruitment, retention, and promotion efforts for staff of color, including executive, supervisory, entry-level, part-time, and field staff?
 - Please reference your department's [Equal Opportunity Plan](#).

We will identify patterns in recruitments and exit interviews that will help us improve with hiring, promoting and retention. Encourage staff to take upper-level exams in order to promote. Our department currently reimburses staff for passed exams.

6. Describe ways that your department used or will use racial and economic data to prioritize and develop criteria for resource distribution. What additional demographic data will your department collect, track, and analyze to assess equity impacts in the community moving forward and for future budget decisions?
 - [Data Share Monterey County](#)
 - [Race Counts: Monterey County](#)
 - [American Community Survey](#)

Racial data is important to address the needs of the community members we serve by understanding the languages spoken in the community and having resources in that language, primarily Spanish and English for our area. Identifying the extent to which communities speak indigenous languages such as Mixtec, Zapotec, and Triqui would be beneficial to our department. This type of data would help us develop criteria for resource distribution.

7. What additional disaggregated demographic data will your department collect, track, and evaluate to assess equity impacts in the community moving forward, and inform your future budget decisions?
 - [Data Share Monterey County](#)
 - [Race Counts: Monterey County](#)

Revised August 2023

- [American Community Survey](#)

We currently do not collect additional disaggregated data.

TIER 3: EXTERNAL

Tip: When filling this out, consider the *Community Engagement Guide* included in your department's Title VI plan, the [Spectrum of Community Engagement to Ownership](#), and using [SMART goals](#) for assessment and evaluation purposes.

8. How will your proposed budget enhance your department's ability to engage with and include historically under-resourced communities?

We will continue to focus on having budget resources available to assist us in engaging and communicating with our communities about the services offered by the Agricultural Commissioner's Office and how the community benefits from these services. Key concepts include printing literature about our services in both English and Spanish, getting our name out in the community by participating in community events, and enhancing communication efforts in our facebook page by posting information in both English and Spanish. Special projects will include providing key information about our services to agricultural workers including making printed information available and how to contact our office.

9. How will that engagement be assessed and who will be a part of this self-assessment process?

Engagement will be assessed internally by reviewing the information that is currently available and how it is presented and taking into consideration feedback received from our clients to ensure the information is clear and relevant to their needs. Participants in the self-assessment process will include the Agricultural Commissioner, Personnel Analyst, Agricultural Resource and Policy Manager, and a group of 2-3 Agricultural Inspector/Biologists.

10. What are the anticipated positive equity outcomes of these allocations?

- For example, improved leadership opportunities, advisory committees, boards and commissions, targeted community meetings, stakeholder groups, increased outreach, etc.)?

Anticipated outcomes include increased outreach and community awareness about the role and services provided by the Agricultural Commissioner's Office, creating trust with key stakeholders, presenting available information at targeted stakeholder meetings, and receiving feedback from stakeholders that will be helpful in assessing our efforts.

11. How will the department ensure accountability, communicate, and evaluate the equity impact of budget modifications?

Accountability will be ensured by tracking participation in outreach events/meetings with communities and stakeholders. The equity impact of budget modifications will be evaluated by tracking funds used to support our communication efforts with our communities through staff time participating in meetings with stakeholders and costs associated with printing informational and educational materials.

12. How will the department measure outreach to under-resourced communities?

Outreach will be measured by tracking our participation in community events or participation in meetings with stakeholders.

RESOURCE LIST

Civil Rights Office (CRO)

- [County of Monterey Departmental Equal Opportunity Plans](#)
- Email CRO for questions, capacity building, and resources: civilrights@co.monterey.ca.us
- Drop-in Hours:
 - [Thursday, January 25, 2024 at 1 PM](#)
 - [Wednesday, February 7, 2024 at 10:30 AM](#)
 - [Wednesday, February 14, 2024 at 2 PM](#)
 - [Thursday, February 29, 2024 at 12 PM](#)
 - [Monday, March 11, 2024 at 1 PM](#)
 - [Thursday, March 21, 2024 at 11 AM](#)
 - [Wednesday, March 27, 2024 at 9 AM](#)

Governing for Racial Equity (GARE) Resources

To access these links you will need to log in to the member portal. All county employees can set up an account with a county email address. It can take up to 48 hours to approve membership before resources can be accessed.

- [Governing for Racial Equity Tools and Resources Page](#)
- [Advancing Racial Equity Online Training \(self-paced\)](#)

Other Resources

- [Race Forward Color Lines: Impact Assessment and Guide](#)
- [Spectrum of Community Engagement to Ownership](#)
- [Creating SMART Goals](#)

Data Resources

- [Data Share Monterey County](#)
- [Race Counts: Monterey County](#)
- [American Community Survey](#)
- [Census Bureau Table](#)