

COUNTY OF MONTEREY

BUDGET EQUITY TOOL

Fiscal Year 2025 - 2026

Contact the Civil Rights Office with any questions:

civilrights@countyofmonterey.gov



The Budget Equity Tool

The County of Monterey'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 and reaffirmed it in 2022 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 County of Monterey Community Impact Action 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.

Time constraints can impact our departments racial and economic equity. More positions in our department would provide the opportunity to expand our career development, training, and outreach opportunities.

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.

Continue to encourage staff to obtain bilingual certification. 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 heat illness prevention, ag pass, and more. These materials are distributed to farmworkers, community members, and stakeholders. Additionally, we offer a farmworker hotline with bilingual staff available 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. We continue to work towards occupying a new location in King City in which will allow expansion of services. Our department participates in yearly events such as San Ardo Community Fair and Dia del Trabajador Agricola, both events are hosted in South Monterey County targeting under-resourced communities.

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.

Allocating more money towards staff training. We have established and working to maintain a multi lingual service with the help of translation vendors. We ensure staff is compliant with all Civil Rights Trainings. Managers have the opportunity to attend California Association of Counties (CSAC), which includes training in diversity, equity, and inclusion. Since 2024 three managers completed the program and three other managers are attending for 2025.

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 and economic data that identifies communities that speak 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](#)

- [American Community Survey](#)

In 2024 the department launched a customer survey, the data will help us determine any barriers or gaps in service.

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. In 2024 the department attended 15 events available to community members regardless of economical background. The department attended 3 events held in South Monterey County to provide resources to more remote areas of the county.

RESOURCE LIST

Civil Rights Office (CRO)

- [County of Monterey Departmental Equal Opportunity Plans](#)
- Email CRO for questions, capacity building, and resources: civilrights@countyofmonterey.gov
- Drop-in Hours:
 - [Thursday, February 13, 2025 – 1:00-2:30 PM](#)
 - [Thursday, March 6, 2025 – 1:00-2:30 PM](#)
 - [Thursday, March 27, 2025 – 1:00-2:30 PM](#)
- **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](#)