



Santa Cruz County Commission on Disabilities

701 Ocean Street, Room 510, Santa Cruz, CA 95060
P: (831) 454-2772 F: (831) 454-2411 TTY/TDD 711
commissions@santacruzcounty.us
www.scccod.net

Notice of Public Meeting and Agenda

DATE: Thursday, April 8, 2021

TIME: 12:30 PM to 2:00 PM

IN RESPONSE TO THE COVID-19 PUBLIC HEALTH EMERGENCY AND PURSUANT TO THE PROVISIONS OF THE GOVERNOR'S EXECUTIVE ORDER N-29-20, ISSUED MARCH 17, 2020, THIS WILL BE A REMOTE MEETING. NO PHYSICAL LOCATION WILL BE AVAILABLE, BUT ACCESS TO THE MEETING AND AN OPPORTUNITY TO COMMENT WILL BE PROVIDED. PLEASE DIAL-IN TO THE TELECONFERENCE BETWEEN 12:20 AND 12:30 USING THE INFORMATION LISTED BELOW:

TELECONFERENCE INFORMATION

United States: **(646) 749-3129**

United States (Toll Free): (877) 309-2073

Access Code: 218-632-173

AGENDA

1. Call to Order
2. Roll Call
3. Agenda Review
4. Approve *March 11, 2021 Minutes*
5. Public Comment: *Any person may address the Commission for a period not to exceed five minutes on any issue within the jurisdiction of the Commission.*
6. New/Continuing Business:
 - 6.1. FY 2021-23 Operational Plan Development Update – Sven Stafford (*Administrative Analyst*) and George Malachowski (*Business Analytics Manager*)
 - 6.2. Officer Elections
 - 6.3. Approve County EEO/CC Plan Commission Feedback Memo
 - 6.4. COVID-19 Vaccine Advocacy Update
7. Commission Reports
 - 7.1. Internship Report
 - 7.2. History Report
 - 7.3. Legislation Report
8. Ad Hoc Subcommittee Updates
 - 8.1. Emergency Preparedness and Pandemic Response Ad Hoc Subcommittee
9. Staff Report
10. Emerging Matters
11. Adjournment

Next Regular Meeting: Thursday, May 13, 2021 from 12:30 – 2:00 PM

The County of Santa Cruz does not discriminate on the basis of disability, and no person shall, by reason of a disability, be denied the benefits of its services, programs, or activities. If you have a disability and require assistance to participate, please contact 454-2772 or TDD/711 at least 72 hours in advance to make arrangements.



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Meeting Minutes

DATE: Thursday, March 11, 2021
TIME: 12:30 PM to 2:00 PM
LOCATION: Remote Meeting
PRESENT: John Daugherty (*1st District*), Nancy Yellin (*1st District*), Janet Crosse (*2nd District*), Stacie Grijalva (*2nd District*), Becky Taylor (*3rd District*), Brenda Gutierrez Baeza (*Vice Chair - 4th District*), Michael Leimbach (*4th District*), David Molina (*Chair - 5th District*), Lynn Stipes (*5th District*)
EXCUSED: Richard Gubash (*3rd District*)
ABSENT: None
STAFF: Kaite McGrew (*Commissions Coordinator*), Juliet Hayes (*Intern*)
GUESTS: No Members of the Public

1. Call to Order
Meeting convened at 12:32 PM.
2. Roll Call
3. Agenda Review
4. Approve February 11, 2021 Minutes
Minutes amended to correct attendance.
Motion to approve minutes as amended
Motion/Second: Molina/Gutierrez Baeza
Ayes: Daugherty, Crosse, Grijalva, Taylor, Gutierrez Baeza, Leimbach, Molina
Abstentions: Yellin, Stipes
Motion passed.
5. Public Comment: None
6. New/Continuing Business:
 - 6.1. County Equal Employment Opportunity and Cultural Competence Plan Feedback
Commission provided feedback on the document, as well as on long-term policy recommendations. Feedback will be reviewed and approved during the April meeting.
 - 6.2. COVID-19 Vaccine Advocacy Update
Commission discussed vaccine eligibility changes on March 15, allowing health care providers to determine whether patients are eligible because of medical vulnerability. Yellin, who serves on the Medical Reserve Corps (MRC) reported on the MRC Vaccine Strike Team delivering vaccinations to homebound residents. A recent outbreak in the homeless community, many of whom have disabilities, raised concerns. Community Virtual Town Halls have been extremely transparent and informative, particularly about school reopening. Commission reviewed correspondence from Kathleen Conley, Senior

Department Administrative Analyst for County Public Health, regarding vaccinations for homebound individuals.

7. Commission Reports:

7.1. Internship Report

Hayes reported that the majority of the school system data collection has been completed. Next steps include administering the parent survey, compiling parent data and completing a rough draft of the report for discussion with Commission liaisons.

7.2. History Report

Daugherty provided a brief history of the Accessible Services Coordinator position. Commission reviewed the SCMTD Board of Directors' reply to the Commission's letter advocating for the position as well as correspondence from the Seniors Commission to the SCMTD advocating for the position.

7.3. Legislation Report:

Staff reported on AB-339, new legislation which, if passed, would require virtual access (either by phone or online) to all open local and State government meetings after the State of Emergency has been lifted and in-person meetings have recommenced. This would positively impact access to government meetings for people with disabilities. The County is considering technical solutions for implementation. Commission will monitor the bill's status.

8. Ad Hoc Subcommittee Updates:

8.1. Emergency Preparedness and Pandemic Response Ad Hoc Subcommittee:

Molina recommended purchasing any equipment needed to provide power during outages before the summer rush.

8.2. Kudos Ad Hoc Subcommittee:

Commission will postpone the Kudos Awards until February 2022 and feature awardees on the Community Art Wall. A formal announcement will go out to our community partners advising them that we will continue to accept nominations until then.

8.3. Recreation Subcommittee: No Report

9. Staff Report: None

10. Emerging Matters:

Crosse announced that she will not be seeking reappointment when her term ends April 1, 2021.

Adjournment at 1:41 PM

Submitted: Kaite McGrew, *Commissions Coordinator*



FY 2021-23 OPERATIONAL PLAN DEVELOPMENT

Operational Plan Data & Equity Team
Spring/Summer 2021

AGENDA

- Operational Plan Purpose
- Embedding Equity
- Objective Development
- Commission Feedback and Next Steps



- 2-year plans to achieve County vision and mission
- Departments create SMART objectives to implement major work products
- Updated biannually at www.sccvision.us



EMBEDDING EQUITY

The County and four cities have all declared racism a public health crisis



EQUITY VS. EQUALITY



EQUALITY



EQUITY

BIAS, POWER AND PRIVILEGE

- **Implicit/Unconscious Bias**

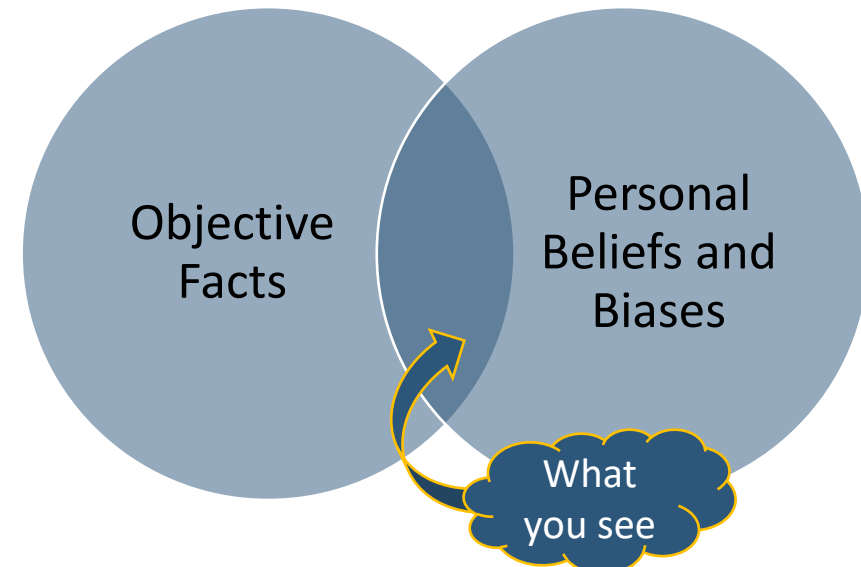
- Example: New hires tend to have similar experience and ethnicity as existing staff

- **Explicit Bias and Discrimination**

- Example: Lower wage paid to female worker performing the same job as a male co-worker

- **Power and Privilege**

- Example: White American citizens are in a position of power and have the privilege of better access to quality education, decent jobs, home ownership, retirement, and wealth



EQUITY LENS: RACE AND RACISM

- **Race** is a way of categorizing people by skin color and other features
- **Racism** is believing some races are inferior or unworthy
 - Leads to Discrimination, Rejection, Harassment, Intimidation, etc.
- Example: A real estate agent showing properties in an affluent North County neighborhood suggests to a Latinx buyer that they might be more comfortable looking for a home in Watsonville



RACISM AND RACIAL JUSTICE

The Legal and Prison Systems



Financial Institutions

Racial Justice:

Dismantling the system of deeply embedded institutional racism through legislation, affirmative action programs, and policy changes

Deficient Access to Healthcare

Housing and Wealth Disparities

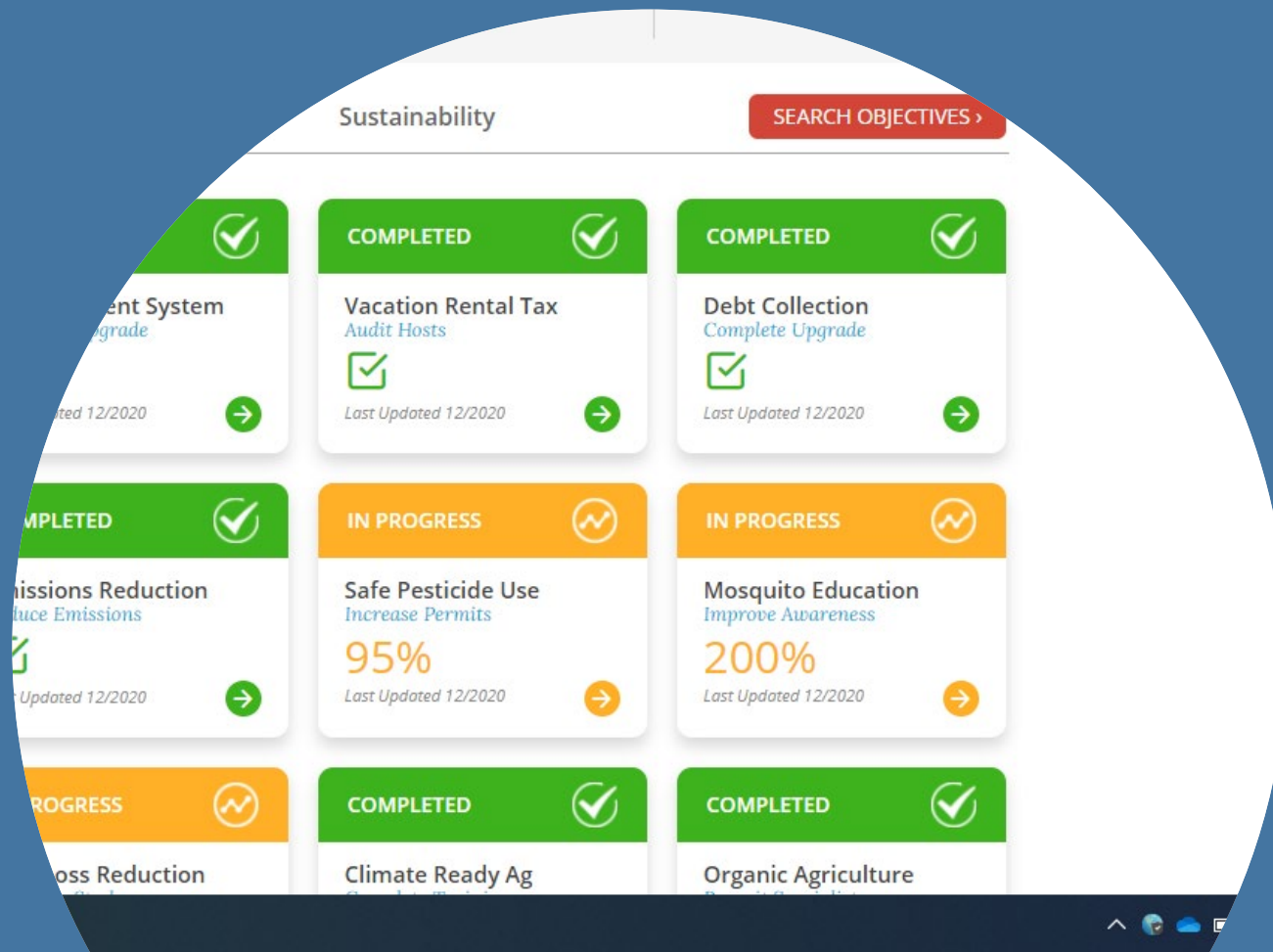
Racial Justice:

Taking action to undo the cumulative effect of centuries of racism against people of color in the education, housing, healthcare, nutrition, employment, mental health, etc.

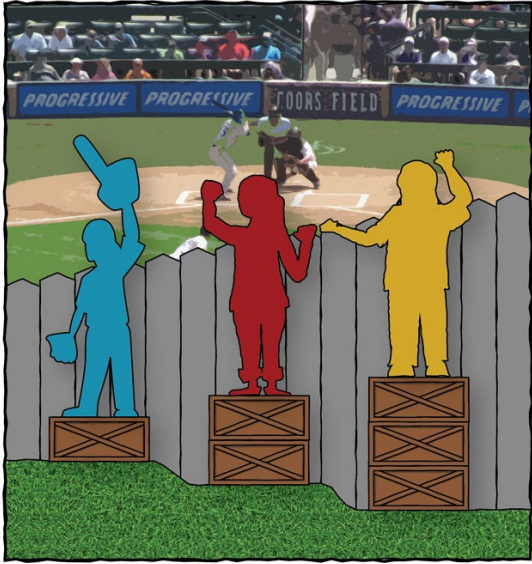


STRUCTURAL RACISM

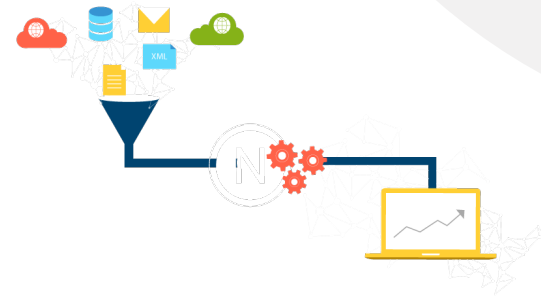
DEVELOPING OBJECTIVES



PERFORMANCE MEASUREMENT CRITERIA



Do they pass the public square test?

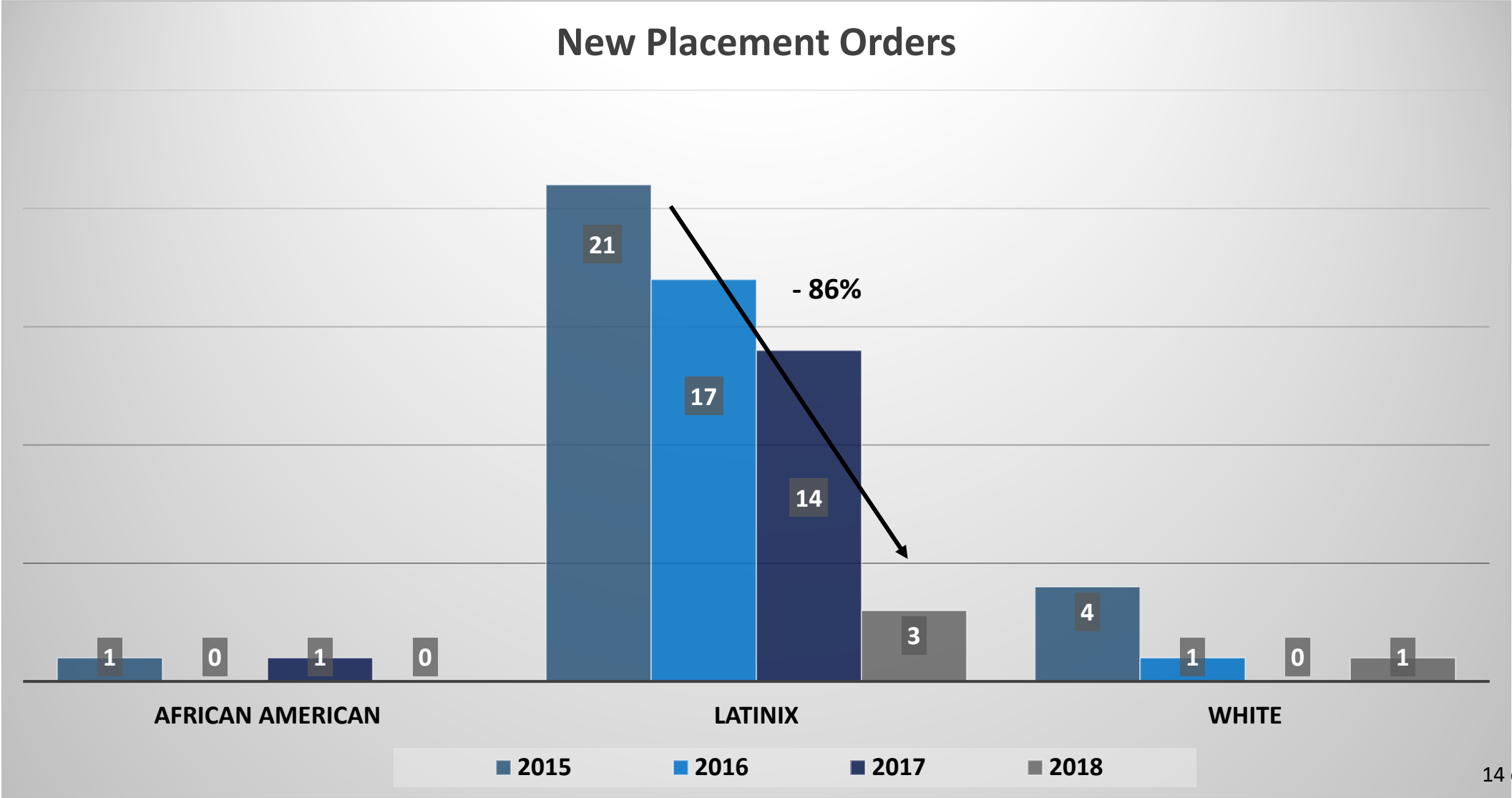


Are they measurable, and the data available and accessible?

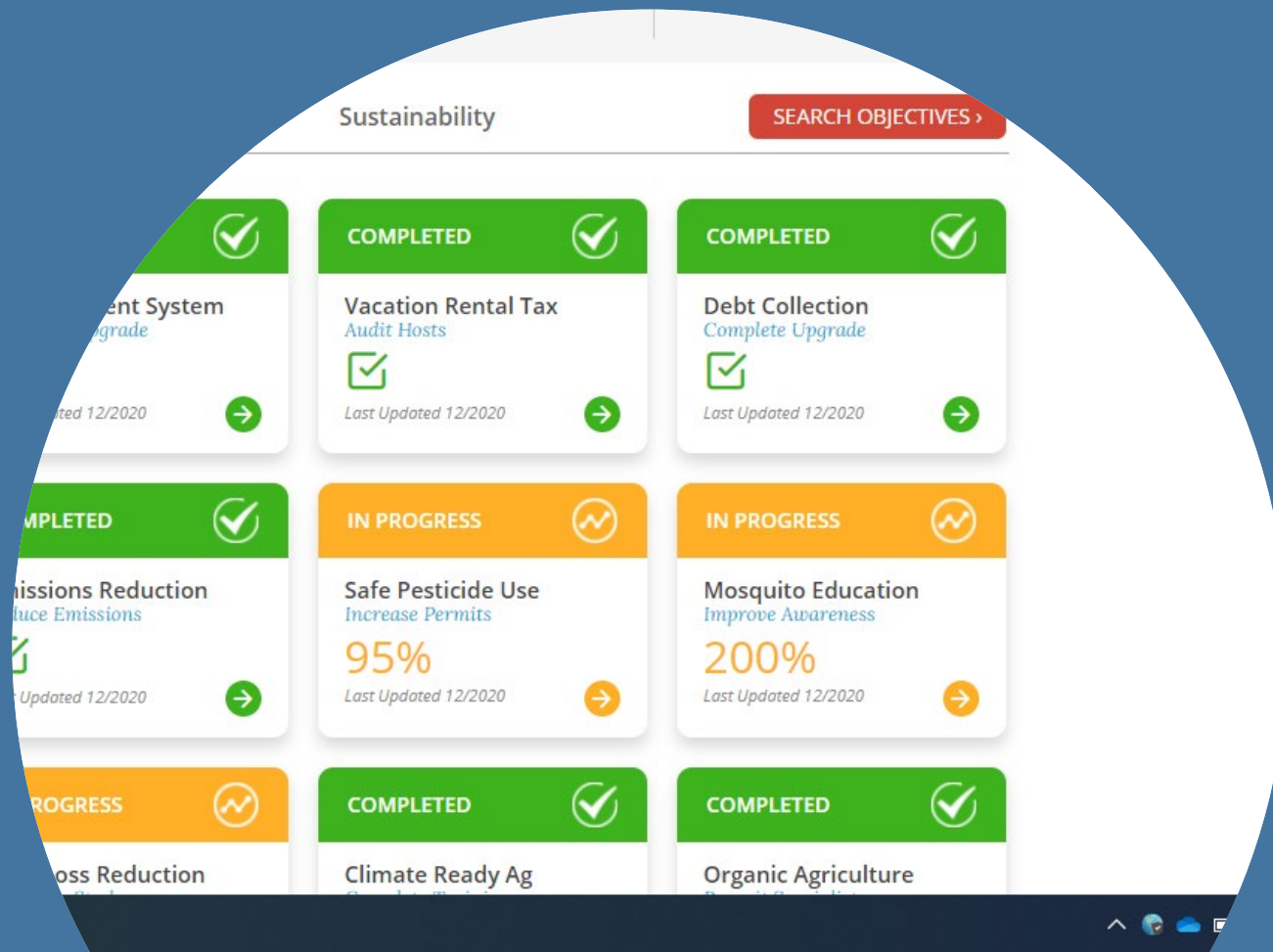


Do they have proxy power?

FUERTE OUTCOMES



OBJECTIVE TASKS & TIMELINE



OPS PLAN TIMELINE

- February - April
 - Operational Plan Instructions
 - Objective Development Workshops
 - Commission Feedback
- May
 - Objective Drafts Due to CAO Analysts
May 7
- May – July
 - Objective alignment and vetting
- August
 - Draft Operational Plan to Board
- September
 - Operational Plan adopted by Board





THANK YOU!



GENERAL EMAIL INFO



[SURVEY](#)



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Memo

DATE: April 8, 2021
TO: Mitsuno Baurmeister, *County Equal Employment Opportunity Officer*
FROM: *Santa Cruz County Commission on Disabilities*
RE: *Feedback on the 2021-2024 Equal Employment Opportunity and Cultural Competence Plan*

As requested, below please find the Santa Cruz County Commission on Disabilities' feedback on the *2021-2024 Draft Equal Employment Opportunity and Cultural Competence Plan* for your consideration:

Document Feedback

- Suggest additional proofreading for formatting, typos and redundancy
- Suggest screening for plain language where appropriate
- Suggest defining "overutilization" and "underutilization" early in the document
- Recommend including more specifics (timelines, phase elements, link to approved proposal, and current status) about ADA-related projects, for example the Farm Park Bridge Project on Pg. 35.

Policy Recommendations

- Recommend broadening cultural training across all departments to include disabilities community culture and include the Commission in training development.
- Recommend formally including the Commission early in the planning stages of all ADA-related projects to ensure that people with disabilities can provide feedback early enough to implement.
- Recommend including questions in the Diversity & Inclusion Employee survey designed to identify and potentially address fears related to disclosing disabilities during the hiring process.



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Scheduled Meetings

Unless otherwise specified below, regularly scheduled Commission on Disability meetings are generally held as follows:

DAY: Second (2nd) Thursday*
MONTH: Every month except July and December
TIME: 12:30 PM – 2:00 PM
LOCATION: Santa Cruz County Building, Fifth Floor - Redwood Conference Room
701 Ocean Street, Santa Cruz, CA 95060 unless held remotely

***Unless noted otherwise below**

Changes to the schedule, including special meetings, changes of location, or meeting cancellations, will be listed on the website at www.scccod.net as soon as information becomes available.

2021 MEETING DATES		
DATE	TIME	LOCATION
January 14, 2021	12:30 – 2:00 PM	Remote
February 11, 2021	12:30 – 2:00 PM	Remote
March 11, 2021	12:30 – 2:00 PM	Remote
April 8, 2021	12:30 – 2:00 PM	Remote
May 13, 2021	12:30 – 2:00 PM	Remote
June 10, 2021	12:30 – 2:00 PM	Remote
August 12, 2021	12:30 – 2:00 PM	To Be Determined
September 9, 2021	12:30 – 2:00 PM	To Be Determined
October 14, 2021	12:30 – 2:00 PM	To Be Determined
Wednesday, November 10, 2021	12:30 – 2:00 PM	To Be Determined